

# Union Telephone Company

## Job Description

Job Title: Network Engineer  
Department: Engineering

### **Summary:**

Plan, implement, optimize, monitor, network health; performance; assistance in troubleshooting for communications networks.

**Essential Duties and Responsibilities:** Include the following. Other duties may be assigned.

Consistently demonstrates knowledge, skills and abilities to work with RF propagation, site development, plant engineering, telephone engineering, microwave communications engineering, transport engineering, IP network/backhaul engineering, and Legacy TDM network/backhaul engineering.

Demonstrates knowledge and abilities to ensure compliance to federal, state and local wireline and wireless regulations related to the job in Union's Local Exchange Areas and extended areas.

Plan, audit, and maintain frequency coordination, station licensing and renewals, antenna structure registrations, and the permitting process.

Proficiency at working with other licensees to mitigate interference issues.

Consistently demonstrates skills and abilities to ensure all regulatory and licensing issues are properly addressed in a timely fashion, specifically related to licensed and unlicensed microwave radio operations, and other items for proper operation of a telecommunications carrier network.

Proficiency at designing, provisioning, auditing, and maintaining accurate records of all circuits, IP and legacy TDM, in Union's network.

Consistently demonstrate ability to work with other carriers for availability, quoting, price negotiations, ordering, trouble ticketing, & troubleshooting.

Demonstrates skills to work with customer facing departments within Union to provide availability, pricing, & sales of circuits.

Proficiency at working with other departments to provide reports required for reporting to government agencies and others.

Knowledge of fundamental design principles of AC and DC power systems as they relate to communications systems.

Consistently demonstrate good communication skills to solve technical problems working with technical support teams.

Consistently perform all duties and responsibilities while adhering to OSHA, DOT standards and Union Telephone Company's safety policies.

### **Core Competencies:**

Core competencies are specific job behaviors that have been identified as essential to the success of Union Telephone Company & define job performance requirements by salary range zones. The Company has identified the following core competencies as essential job behaviors that all employees need:

**Safety.** Consistent awareness, leadership, and compliance (self and others) with safety regulations, policies, procedures, practices, and safe-work habits in all situations.

**Work Quality.** Quality work is neat, accurate, thorough, creative, timely, and safe and meets or exceeds customers' expectations.

**Team Skills.** Team skills enable employees to work together to achieve team objectives in a supportive and productive way.

**Coaching.** Coaching skills promote learning by seeking feedback and using it to reach higher levels of performance.

**Self-Management.** Self-Management is the effective use of time and resources to accomplish work goals in a safe and cost-efficient manner.

**Customer Focus.** Customer focus includes understanding customer needs and making and keeping realistic commitments and meeting customer expectations.

**Interpersonal Skills.** Interpersonal skills promote interaction with others in a consistently positive, respectful and productive manner.

**Company Focus.** Company focus involves understanding and aligning individual contribution with company's goals, mission statement, visions, values and critical success factors.

**Continuous Improvement.** Continuous improvement means changing business processes to become more innovative, productive and cost-effective in ways that better meet customer needs and eliminate unproductive or unnecessary practices.

**Business Ethics and Diversity.** Good business ethics and diversity demonstrate a positive attitude toward complying with all company policies, practices and procedures including treating all customers, the public and fellow employees with respect and dignity about gender, race, nationality and personal beliefs. We are committed to the full compliance of laws and regulations that affect the company.

**Education and/or Experience:**

Bachelor's degree (B. S.) or equivalent from four-year college, university or technical school in Electrical Engineering or related field; or five years related experience and/or training; or equivalent combination of education and experience.

**Language Skills:**

Ability to read and interpret complex engineering documents and technical manuals, operating and maintenance instructions, and procedure manuals.

Ability to write routine technical reports and correspondence.

Ability to speak effectively before groups of customers, vendors, outside organizations, and other employees of the organization.

Ability to mentor and teach.

**Certificates, Licenses, Registrations:**

Valid Driver's License

Acceptable Driving Record

**Computer Skills:**

Ability to effectively utilize various programs and equipment including Internet software, Inventory software, Manufacturing software, Spreadsheet software and Word Processing software, database software, RF propagation software, CAD software, link budget software, and mapping software.

**Mathematical Skills:**

Ability to apply advanced engineering mathematics, e.g., trigonometry, analytic geometry, calculus (differential and integral), linear algebra, and differential equations, in the solution of problems associated with the engineering function.

**Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Occasional sitting in a vehicle; driving a vehicle; walking in rough terrain at high altitudes; work overnight. Regularly required to sit, talk or hear, stand and walk. Frequently lift and/or move up to 40 pounds. Specific vision abilities include close vision, distance vision, color vision.

**Work Environment:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to outside weather conditions and high precarious places. The noise level in the work environment is occasionally loud.