JOB TITLE – OUTSIDE PLANT ENGINEER

FLSA CLASSIFICATION: Full-time / Exempt / Salary

WHY JOIN OUR TEAM:

At United and Turtle Mountain Communications, you can be part of an organization whose mission impacts communities daily. If you are motivated by purpose and driven to make a meaningful impact on the communities you call home, this is the place for you. An Ideal candidate values reliability, innovation, and a commitment to customer experience, while fostering a supportive and growth-oriented work environment. At United and Turtle Mountain Communications, employees contribute essential services that connect people and communities, while continuing to develop their skills, collaborate with a dedicated team, invest in their future, and take pride in work that delivers lasting value every day.

JOB DESCRIPTION:

This is a versatile position and plays a vital role impacting project success, customer experience, and operations excellence. You are a telecommunications specialist who designs, plans, and maintains the physical infrastructure located between the service provider's central office and the customer's premises. This "outside plant" includes everything in the field: fiber optic cables, underground conduits, utility poles, pedestals, and handholes.

KEY RESPONSIBILITIES / DUTIES

Network Design & Engineering

- Develop and review detailed plans and specifications for new construction, upgrades, and modifications of the outside plant network (aerial and underground)
- Conduct site surveys and feasibility assessments to optimize design solutions
- Create detailed plans and maps for fiber optic cable installations
- Interpret and validate engineered drawings, maps, and technical documentation
- Ensure all designs comply with industry standards, safety regulations, and environmental requirements
- Stay current on emerging technologies and recommend system improvements

Field Operations & Project Management

- Oversee and support construction projects from planning through completion

- Working with the Facility Manager, the Plant engineer will develop timelines and oversee construction crews, ensuring the work is completed on time and in a professional manner
- Partner with technicians, contractors, and construction crews in the field
- Perform field verification using GPS, mapping, and surveying tools
- Troubleshoot technical issues and resolve field-related challenges
- Coordinate scheduling and execution of work across teams and stakeholders

Mapping, GIS & Site Surveys

- Develop, maintain, and update GIS databases for outside plant infrastructure
- Conduct field surveys to determine the feasibility and design of projects, including, but not limited to, underground routes. Conduct site visits to collect data on existing facilities, terrain, and obstacles like trees or existing utility lines.
- Experience with GIS (Geographic Information systems) and NISC's IVUE MapWise. Ability to collect data from Trimble GPS and upload it into our proprietary mapping software. Ensure all records are precise, current, and aligned with installation and maintenance activity
    - Maintain documentation, including but not limited to:
    - Staking sheets
    - Easements
    - Job records
    - Permits and approvals

Right-of-Way, Permitting, & Regulatory Compliance

- Manage right-of-way acquisition, easements, permits, and land access
- Collaborate with municipal authorities, tribal governments, tribal land manager, the BIA, utility companies, ND State Highway Department, and clients to secure permits and adhere to safety standards.
- Coordinate with local authorities and utility companies to obtain right-of-way (ROW) approvals and ensure designs meet safety standards like the National Electrical Safety Code (NESC). Research property ownership and potential encumbrances
- Provide detailed information to the NDOC system and collaborate with the technicians to ensure all facilities are located before construction commences
- Knowledge of the HUBB's funded census locks and the BDC using CostQuest's "fabric" and mapping broadband serviceable locations

Construction & Maintenance Oversight

- Ensure adherence to design specifications, safety protocols, and quality standards
- Plan and coordinate preventative maintenance activities

- Maintain records of network assets, construction projects, and maintenance efforts
- Identify opportunities for operational and process improvements

Safety & Risk Management

- Enforce safety protocols across all field and project activities
- Participate in and support safety training programs
- Report and investigate safety incidents and potential hazards
- Promote a culture of safety for employees and the public

Communication & Stakeholder Coordination

- Serve as a key point of contact for customers, contractors, and internal teams
- Communicate project updates, timelines, and issues effectively
- Prepare and present technical reports and recommendations
- Represent UTMA in meetings with regulatory agencies and external stakeholders
- Participate in public relations and community-related activities as needed

Data, Systems & Cyber Awareness

- Maintain accurate job tracking, reporting, and documentation systems
- Ensure integrity and organization of project data
- Follow cybersecurity best practices, including identifying and reporting phishing or suspicious activity

QUALIFICATIONS / EXPERIENCE / SKILLS & ABILITIES / EDUCATION

Required:

- Strong computer literacy and ability to learn new systems quickly
- Ability to read and interpret technical drawings, maps, and plans
- Strong organizational, documentation, and project coordination skills
- Valid driver's license and insurable under company policy
- Ability to work in both office and field environments

Preferred:

- Telecom, broadband, or outside plant experience
- Experience with GIS and mapping tools
- Knowledge of GPS and surveying practices
- Experience in construction, engineering, and infrastructure support projects
- Familiarity with right-of-way, permitting, easements, and/or regulatory processes

PHYSICAL & WORKING CONDITIONS

- Ability to occasionally lift, carry, or move equipment up to 50 pounds
- Ability to work outdoors in varied weather conditions

- Ability to walk over uneven terrain, climb ladders, and access confined spaces as required
- Ability to sit, stand, or walk for extended periods
- Ability to operate a motor vehicle and travel throughout the service area

WORK LOCATION: Office based in Rolla, ND, or Bottineau, ND, with ability to travel throughout our service area.

BENEFITS:

Health & Wellness

- Medical and vision insurance
- HSA or FSA options
    - Employer contributions towards each benefit

Financial Security

- Employer-sponsored pension
- 401(k) retirement plan w/ company match
- Life and disability insurance

Time off & Flexibility

- PTO
- Paid holidays
- Sick leave
- Personal leave
- Flexible scheduling where applicable

Professional Growth & Development

- Ongoing training and development opportunities
- Access to professional certification and continuing education support
- Tuition / certification reimbursement

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

United and Turtle Mountain Communications is an Equal Opportunity Employer. Employment decisions are made without regard to race, color, religion, sex, national origin, age, disability, genetic information, veteran status, or any other status protected by applicable law.

DISCLAIMER

This job description is not intended to be all-inclusive and may be modified at any time. The employee may be required to perform other job-related duties as assigned. This document does not constitute a contract of employment.