



## **Director of Telecom Engineering**

Alaska Power & Telephone is hiring for a full-time **Director of Telecom Engineering**. Our successful candidate will provide leadership for AP&T's Telecom Engineering Team. Coordination of the goals and tasks of the inside plant engineers (ISP), system engineers, developers, and technical support team to provide support to OSP Engineering and Telecom Operations. Manage and maintain discipline over yearly telecom capital budgets, work with operations to develop the next years budget as well as the 5-year plan. Oversee the systems and ISP engineering projects and ensure projects are completed in a timely manner within budget. This is a working position that will be involved in the day-to-day design work and troubleshooting processes.

### **Required Qualifications:**

- High School Diploma or GED
- BS in Engineering
- Minimum 10 years related experience
- Minimum of 5 years personal management
- Demonstrated Expertise in the following:
- Self-directed and motivated, excellent interpersonal and critical thinking skills,
- Excellent written and verbal communication skills
- Working collaboratively with other engineers
- Problem solving
- Ability to keep team focused on company goals and a history of meeting those goals
- Strategic and critical thinking skills
- Current Drivers license and passport or the ability to obtain both
- Ability to travel

### **Desired Qualifications:**

- Current Driver's License
- First Aid/CPR

### **Required Experience:**

- Experience in Microsoft Office, including Visio
- Routing protocols BGP, ISIS, OSPF, etc.
- MPLS
- Common transport technologies such as Ethernet, SONET, TDM, Fiber and Microwave
- Configuration of Juniper and Nokia/Alcatel routers
- Voice Switching

### **Desired Experience:**

- Project management
- Cyber Security
- Linux and windows operating systems

### **Job Duties and Responsibilities:**

- Provide guidance and supervision to direct reports and mentorship to junior employees

- Orchestrate the work done by ISP, Systems Engineering and Development are supporting the overall needs of AP&T, and Technical Support and Operations specifically
- Maintain standard installation and provisioning drawings and instructions
- Perform design work and do network and system testing
- Coordinate with other departments across AP&T to enhance efficiency
- Ensure carrier and local customer needs are met
- Provide escalation and troubleshooting support for operations team
- Work with engineering team to price various customer builds throughout the year
- Review and manage projects within budget
- Establish and enforce standard practices across the engineering team
- Assist in the development and monitoring of CAPEX budgets
- Address employee concerns/assist HR with disciplinary actions
- Review and evaluate employee performance

### **Required Physical Requirements of the Position:**

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.

- Employee must maintain a constant state of mental alertness at all times. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Essential and marginal functions may require maintaining physical condition necessary for bending, stooping, sitting, walking or standing for prolonged periods of time; most of time is spent sitting in a comfortable position with frequent opportunity to move about. Work is mostly performed from a sedentary posture.
- The employee is regularly required to hear, talk, sit and use hands and fingers to operate a keyboard and phone.
- The employee may be occasionally required to reach with hands and arms and lift, handle, or move objects weighing up to 40 pounds.
- Specific vision abilities required by this job include close vision, distance vision, peripheral vision, and the ability to adjust vision. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Some modest local and distant travel via automobile or airplane may be required to support departmental or organizational functions or objectives.

### **Salary & Benefits:**

The pay range for this position is \$ \$174,000 - \$227,000 annually and is DOE. AP&T offers a generous benefit package including (but not limited to) medical, dental, vision, 401K, employee stock ownership options, a \$5000.00 annual medical travel reimbursement for Alaska based employees, up to \$125 annual medivac insurance reimbursement. Paid holidays, Paid leave time, \$150.00 in company logowear. Recognition of our employees is important to AP&T's values. We like to continuously show appreciation and recognition within our teams. AP&T is a small non- union, employee-owned utility.

### **About AP&T:**

AP&T – Employee-Owned, Community-Minded-

Alaska Power & Telephone (AP&T) has provided affordable utility services to meet the evolving needs of rural Alaskan communities since 1957. Today, AP&T provides services in over 40 communities and villages spanning 1,100 linear miles. 75% of our energy generation comes from renewable hydropower, with excesses available in some communities

to support beneficial electrification (heat pumps, electric vehicles) and sustainable growth. AP&T works diligently to deploy advanced high-speed broadband to support the telecommunications needs of rural Alaskans far into the future.

AP&T supports other carriers with middle-mile transport, via assets like the Lynn Canal Fiber project, the Southeast Alaska Microwave Network, and the SEALink fiber optic cable. Our employee-owners live and work in the communities we serve. We are proud to partner with diverse indigenous organizations, local governments, state and federal agencies, industry associations, and conservation groups to undertake innovative projects that improve quality of life for all. AP&T is dedicated to meeting unique needs and priorities of the diverse communities we serve. Let us know how we can be a part of your success!

For more information about our organization, please visit:

[www.aptalaska.com](http://www.aptalaska.com)

Interested in careers at AP&T- View our careers video here:

<https://vimeo.com/794686938>

To apply for this position please go to:

<https://aptalaska.workbrightats.com/jobs/976656-174793.html>

*EEO Employer/Vets/Disabled and Drug and Alcohol-free workplace*