



**MiBroadband**  
**35 1<sup>st</sup> Ave NE**  
**Harmony, MN 55939**  
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**www.mibroadband.com**

**Job Title: Outside Plant Technician**  
**Reports To: Operations Manager**  
**Location: Harmony, MN**  
**FLSA Status: Non-Exempt, Full-Time**

### **Job Summary**

We are seeking a full-time Outside Plant Technician to help provide our customers with a best-in-class broadband experience in Southeast MN, Northeast Iowa and the surrounding area. The candidate will provide high-quality, effective, and efficient maintenance on outdoor plant equipment and cabling systems for voice, video, and broadband within a fiber network. Install, test, locate, troubleshoot, repair, and understand the facilities of the network and the fiber optic infrastructure. Team members work in a fast-paced environment where no two days are the same and go home knowing that they are making customers' lives better by providing them exceptional service. Applicants should have excellent organizational and communication skills, be team players, and strive for service excellence. We will train the right candidate!

### **Essential Job Functions** (May include but are not limited to the following. Other duties may be assigned.)

- Ability to operate Optical Time Domain Reflectometer (OTDR) to test fiber, analyze trace, use of visual fault light and power meter loss and readings.
- Installation and turn up/testing of fiber optic nodes.
- Ability to accurately read and interpret fiber optic splice documentation.
- Assist with fiber optic splicing and repairs.
- Ability to read and interpret network maps for Fiber to the Home (FTTH) networks.
- Responsible for verifying, and tracking preventative maintenance, and needed repairs within the outside plant network.
- Marks/labels fiber optic and/or copper facilities.
- Climbs poles, ladders, towers and other structures as needed.
- Performs accurate site assessments for plowing in local service drops to customer locations, and plows service installations.
- Performs high quality landscape restoration after plowing project completion.
- Services, cleans, maintains and repairs equipment and ensures equipment is in proper and safe working condition.
- Completes paperwork, maintains inventory, requires confidentiality regarding information being processed or stored, and performs customer follow up.
- Provides accurate and timely location of company facilities in compliance with 811 rules.
- Maintains a clean vehicle and working environment as to ensure the safety of all employees, vendors, and customers.
- Perform other related duties assigned by Management.

\*These tasks do not meet the Americans with Disabilities Act definition of essential job functions and usually equal 5% or less of time spent. However, these tasks still constitute important performance aspects of the job.

### **Supervisory Responsibilities**

This job doesn't have supervisory responsibilities

### **Knowledge, Skills and Abilities**

- Ability to communicate with customers, co-workers, and various business contacts in a courteous and professional manner.
- Skill in operating various office equipment such as personal computer, various software programs, smart phone and telephone systems.
- Valid drivers license and insurable driving record history.
- Drive to learn new skills and stay current with changing technology.
- A friendly, outgoing personality with an aptitude for good customer and public relations is a must.
- Projects a positive, professional attitude and can adapt to a rapidly changing environment.



- Ability to function effectively as a team player as well as work independently.
- Ability to climb poles, ladders, towers, and other structures as needed.
- Ability to kneel, dig, lift, and pull.
- Ability to pull and back trailer with plow machine on it.
- Ability to operate plow machine.
- Ability to read and follow maps.
- Knowledge of network troubleshooting techniques and understanding of Microsoft Office Applications.
- Experience working with basic hand tools.
- Ability to describe and demonstrate products and features to customers.
- Ability to complete work accurately under time constraints and deadlines.

### **Education and Experience Desired**

To perform this job successfully, an individual must be able to perform each item under “Essential Job Functions” satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- High School Diploma
- Mathematical skills
- Computer skills
- Troubleshooting skills

### **Physical Requirements**

Seeing: Must be able to read computer screen and various reports. 75-100%

Hearing: Must be able to hear well enough to communicate with employees and business contacts. 75-100%

Standing/Walking: 75-100%

Climbing/Stooping/Kneeling: 75-100% Lifting/Pulling/Pushing - Weight: 50-74lbs, 50-74%

Sitting: 75-100%

Fingering/Grasping/Feeling: Must be able to write, type and use the phone. 75-100%

### **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.

- While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts. The noise level in the work environment is usually moderate.
- While performing the duties of the job, the employee is regularly required to sit; use hands to finger, handle, or feel; reach with hands and arms and talk or hear.
- The employee is regularly required to stand and walk. The employee must occasionally lift and/or move up to 75 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

### **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 moving mechanical parts. The noise level in the work environment is usually moderate.



### **Work Schedule**

Defined by a Supervisor or Management

### **Other Requirements**

- Proof of U.S. work eligibility
- On-going training when deemed by Management
- Valid and insurable drivers license

### **Note**

The statements herein are intended to describe the general nature and level of work being performed by employees and are not to be construed as an exhaustive list of responsibilities, duties and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

### **Core Values**

#### *AGILE 20%*

1. Displays the ability to pivot frequently and be adaptable to what the day brings.
2. Adjusts and puts people first.
3. Adjusts to each new item with energy and determination.

#### *DEDICATED 20%*

1. Remains tenacious in the pursuit of resolutions.
2. If, at first, you don't succeed, try, try again.
3. Giving up isn't an option.

#### *IMAGINATIVE 20%*

1. Uses all the tools in the toolbox to be a creative problem solver.
2. Uses what they know from multiple areas and uses resources to develop solutions every time.
3. Investigates, is inventive, and open-minded.

#### *DILIGENT 20%*

1. Brings their best self every day.
2. Works hard and hustles to keep things moving.
3. Stays at it until a resolution is found.

#### *INQUISITIVE 20%*

1. Exhibits the need to continuously learn and grow.



2. Is open to new ideas and new ways of doing thing