



**Journeyman Lineman**  
Position Description  
Effective: December 2020

Classification:	Union	FLSA Status:	Non-Exempt
NRECA Job Code:	35-3611	Employment Status:	Full-time
Department:	Operations	Location:	Bowman
Reports To:	Operations Manager	Supervises:	N/A

**DISCLAIMER:** THIS IS NOT INTENDED TO CREATE A CONTRACT OR BE AN ALL-INCLUSIVE LIST OF DUTIES. THIS DESCRIPTION MAY BE CHANGED AT ANY TIME WITHOUT NOTICE. IN ORDER TO MAXIMIZE FLEXIBILITY AND EFFICIENCY, EMPLOYEES MAY BE ASSIGNED ADDITIONAL DUTIES AS DEEMED NECESSARY. ALL PRIOR POSITION GUIDES OR DESCRIPTIONS FOR THE ABOVE LISTED POSITION ARE HEREBY REVOKED AND SUPERSEDED.

**PURPOSE FOR THE POSITION:**

This position constructs and repairs electric distribution and transmission line of the cooperative in efficient operating order. Install lightning arrestors, circuit breakers, regulators, transformers and other equipment as necessary.

**QUALIFICATIONS AND EXPERIENCE:**

High School education or equivalent required. Must have a Journeyman Lineman's certificate issued from the United States Department of Labor (DOL). A valid North Dakota Commercial Driver's license (CDL), including air brake endorsement, or ability to obtain within 90 days of hire, is required.

**CORE COMPETENCIES:**

1. Continually develop and recommend more efficient and effective ways of carrying out the duties and responsibilities of the position.
2. Review and abide by established policies and procedures of the cooperatives and associated entities.
3. Promote safety in every activity and attend scheduled safety meetings as directed. Become familiar with and abide by the Cooperative safety rules and procedures.
4. Promote teamwork through communication and cooperation. Treat co-workers in a respectful, considerate, and professional manner and consider the opinions and personal needs of others.
5. Accept and adapt positively to changes in the position and within the cooperative and associated entities. Develop a commitment to accept ongoing change.
6. Be a positive influence within and outside the cooperatives and associated entities.
7. Support the Cooperative's mission by staying current with information to cultivate and positively project The Cooperative's philosophy.
8. Provide leadership that stimulates a high standard of morale among employees of the office by use of team spirit and enthusiasm.
9. Accept responsibility for the duties of the position. Work diligently toward complete and accurate work assignments.

**ESSENTIAL JOB FUNCTIONS:**

1. Construction of underground and overhead distribution and transmission lines which includes, but is not limited to, digging holes for poles and anchors, framing poles, setting poles and anchors, stringing, sagging, armor rodding all sizes of conductor, connections, both secondary and primary, all installations of pad mounted gear and all other related tasks of new construction of energized and de-energized lines.
2. Maintains both underground and overhead distribution and transmission lines using certified and tested rubber gloves and sleeves on energized lines and maintaining de-energized or grounded lines by replacing transformers, breakers, regulators, switch gear, conductor, insulators, meter loops, poles, sectionalizing gear,

- and any other related equipment or hardware.
3. Other duties to perform that relates to company service as well as consumer service would be reading meters, service changes, trouble shooting, line patrol, knowledge of materials and restoring outages, delinquent account collections, connects/disconnects, voltage tests and assist consumer when applicable.
  4. Performs, as needed, all the duties of a ground man, equipment operator and line worker. Maintains all trucks, equipment and tools in good working condition and notifies his superior to any defects or hazards concerning said tools, trucks or equipment.
  5. Understands considerable hazards that exist including falls, electric shock, electric flash, vehicle traffic, falling objects, crushing situations, cave-ins and electrical explosions. Also understands and utilizes all safety equipment and protective equipment.
  6. Knowledgeable in all areas of RUS Material and Construction and is knowledgeable of the National Electric Safety Code. Also must be able to learn to stake line and obtain R/W easements.
  7. Responsible for Apprentice Line Workers and their training and safety. Which includes their use of all safety equipment, PPE and their on the job knowledge.
  8. Must be able to adapt to various working conditions such as stressful, weather related, (cold, hot, wet, dry, and stormy) and changing situations. Also, must be able to stay overnight at various locations when needed. Also must, be adaptable to irregular work hours as conditions dictate.
  9. Keys daily time sheets and submits to supervisor for approval. Responsible for proper account number, work order number, and equipment mileage or hours as required.
  10. Performs other tasks and assumes other responsibilities as assigned by supervisor.

<b>PHYSICAL REQUIREMENTS:</b>	<b>0 - 24%</b>	<b>25 - 49%</b>	<b>50 - 74%</b>	<b>75 - 100%</b>
Seeing: Read documents and computer screen, and operate vehicle.				X
Hearing: Communicate in person and via telephone.				X
Standing/Walking:				X
Fingering/Grasping/Feeling: Use of pen, keyboard				X
Climbing/Stooping/Kneeling, etc.: Stairs				X
Lifting: Able to lift a maximum of 50 pounds from the floor			X	
<b>WORKING CONDITIONS:</b>	<b>0 - 24%</b>	<b>25 - 49%</b>	<b>50 - 74%</b>	<b>75 - 100%</b>
Indoors, In an Office		X		
Indoors, Warehouse/Shop		X		
Outdoors, Moderate/Extreme Weather Conditions				X
Working at Heights greater than 5 feet above the ground.			X	

**REMARKS:**

I have read my Position Description and understand my assigned responsibilities, and have been given a copy of this Position Description. I also certify by my signature below that I am able to perform the essential functions of this position description either with or without a reasonable accommodation.

Accepted by: \_\_\_\_\_  
*Employee* *Date*

Approved by: \_\_\_\_\_  
*Manager of Operations* *Date*