

**Poudre Valley Rural Electric Association, Inc.**  
**Job Description**

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**POSITION:** Journeyman Lineman  
**DEPARTMENT:** Operations  
**REPORTS TO:** Construction and Maintenance Supervisor  
**CLASSIFICATION:** Full-time (Hourly, Non-exempt)

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**POSITION SUMMARY**

Under the general supervision of the Working Foreman/Lead Lineman this position performs highly skilled electrical work including all types of construction, maintenance, trouble shooting, and retirement of Association facilities. The Journeyman Lineman will work on energized and de-energized lines and oversee the work of the Apprentice Linemen, Equipment Operators and Groundmen. This position will also assist the Lead Lineman in all areas, including construction, paperwork, and scheduling.

**ESSENTIAL JOB FUNCTIONS**

*Assigned with or without reasonable accommodation.*

- Demonstrate support in the Association's safety program and maintain adherence to accepted safety practices.
- Direct the Apprentice Linemen in providing plans for work schedules that will utilize personnel, materials, and transportation in a safe and efficient manner.
- Directs and trains Apprentice Lineman in the processes, procedures and safe work practices related to line construction, maintenance, equipment management, and the cleanliness and organization of the fleet and job site areas.
- Professionally, timely and accurately construct underground and overhead transmission and distribution lines, which includes digging pole and anchor holes, framing poles, setting poles and anchors, stringing, sagging, armor rodding, installing down guys, connecting conductors, pad mount gear, and related new construction tasks on energized and de-energized lines.
- Proficiently maintain daily the underground and overhead distribution and transmission electric system by replacing damaged transformers, breakers, regulators, conductors, insulators, meter loops, and poles, switch gear and related equipment on energized and de-energized lines.
- Frequently perform various duties related to member service including service changes, troubleshooting service outages, conducting voltage tests and completing outage reports.
- Successfully complete annual requirements for pole top and bucket rescue in under the three (4) minute time limit established by the American Heart Association.
- Responsible for ensuring that all work under his/her supervision is performed in a proper and safe manner.
- Maintains knowledge of appropriate tools and equipment used in the construction, operation and maintenance of the electric system and plans for the timely upgrading of same.
- Coordinate with Warehouse personnel regarding the acquisition and disposition of materials used for construction, operation, and maintenance of the electric system.



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- Responsible for the safety of the crew members; ensures that these employees always wear the proper Personal Protective Equipment (PPE).
- Available for mandatory standby/call out duty outside of regular working hours.

**STANDARDS OF EXCELLENCE**

*These duties reflect the cooperative's mission and purpose, and they are required of all employees.*

- Work according to the safety rules and company policies as adopted by PVREA and is responsible for own safety and reports all accidents in accordance with Association policies.
- Adhere to the cybersecurity policies, procedures, and practices as adopted by PVREA and is responsible for participating in cybersecurity training and awareness exercises.
- Exhibits integrity and demonstrates ethical behavior in everyday business conduct.
- Support the strategic goals of the organization in accordance with the Association's Strategic Plan.
- Interact with all departments of the Association as well as with members, the general public, other utility personnel, governmental agencies, and equipment vendors in a kind, courteous and professional manner.
- Collaborate effectively and successfully with fellow employees to achieve department and company-wide goals and build a team-focused environment.
- Assist in the emergency restoration of facilities during storms or general outages.
- Regular and predictable attendance are essential functions of the position.
- Performs other duties within capabilities as directed by supervisors.

**JOB QUALIFICATIONS**

Education and/or formal training needed: High school diploma or equivalent required. Must have completed a qualified apprenticeship program and have a Journeyman Lineman certification. First aid/CPR certification required and must be obtained within 90 days of hiring.

Experience needed: One year of experience following completion of a qualified apprenticeship program highly desired.

Knowledge, skills, and abilities needed: Must have knowledge of the electric system and its operation; must be familiar with all phases of line construction and maintenance and have the ability to supervise others in that area; must be able to work with others to provide an efficient and cooperative work environment; must possess demonstrated leadership abilities.

Drug/Alcohol: A drug/alcohol test is administered to all job offer recipients, as well as a background check.

Physical: Upon receipt of a job offer, candidate must pass a physical examination, including a WorkSTEPS physical that verifies that they can perform the essential functions of the position.



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**Driving:** Must possess a valid Colorado Commercial Driver’s License and operate a company DOT vehicle; CDL must be obtained within 90 days of hire.

**Mental Demands:** This employee must be able to work well with the public, Association members, and other Association employees. Needs to be able to remember what was done and schedule and prioritize future work, stay alert even when the work is repetitious, and work well with detail. Employee must be able to learn new procedures and equipment and demonstrate flexibility in all areas. The job may occasionally require ingenuity, problem solving, analytic ability, auditory discrimination, writing ability and imagination. This job can be stressful at times; however, composure must be maintained at all times with members and co-workers.

**Physical Demands:** Employee must be capable of performing the Essential Job Functions of the position with or without reasonable accommodation. The employee in this position will:

- Spend approximately 40% of the day walking and 60% of the day operating a vehicle and/or equipment (percentages will vary depending on the work to be completed).
- Occasionally lift up to 100 lbs., carry up to 50 lbs. and push/pull approximately 150 lbs.
- Operate all types of line construction equipment including aerial basket trucks, digger trucks, and other heavy equipment, which require awareness, alertness, and physical dexterity; climbing poles or ladders using feet/legs and hands/arms is done regularly.
- Climb hills, cross streams (with or without a bridge), and maneuver over/under; these obstacles require climbing, balancing, stooping, kneeling, crouching, crawling, and reaching.
- Verbally communicate constantly, in person and via radio transmission. Auditory acuity is required at all times.
- Have necessary vision for depth perception, visual acuity, color discrimination and an unobstructed field.

Always be alert, precise, and patient, due to the extreme safety sensitive nature of this position. They must also have ingenuity while working under adverse weather conditions and during extended hours, problem-solving abilities, spatial perception, speaking ability, memory, creativity, concentration, judgment, initiative, reasoning, and imagination.

**MATERIALS AND EQUIPMENT USED**

Transformers, poles, wire, meters, hot sticks, hand tools (screw drivers, compression, and hydraulic tools, etc.) and equipment including, but not limited to digger, bucket, and pick-up trucks; general office equipment including, but not limited to laptop computers, cellular telephones, copy machines and scanners.

**WORKING CONDITIONS**

This position is in the field 85% of the time, occasionally under adverse weather conditions including but not limited to wind precipitation and extreme temperatures. The employee frequently works in various hazard conditions such as exposure to adverse weather conditions, toxic chemicals, and dust; various mechanical and electrical hazards are present in the work environment. The noise level is estimated to be 50 – 90 decibels.



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**COMPENSATION**

The starting hourly pay rate for this position is \$56.81.

**BENEFITS**

- Medical, prescription and dental insurance with 100% employer paid premiums
- Health Savings Account
- Defined benefit pension plan
- 401(k) plan
- Life insurance
- Paid holidays, vacation and sick leave
- Wellness programs
- Tuition reimbursement
- Employee assistance program

**NOTE:** This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.



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