

Line Foreman			
Department	Operations	Reports to	Director of Operations
FLSA Status	Non-Exempt	Supervises	Construction Crew
Revision Date	1/17/2025	Normal Work Schedule	M-F 7:30 AM to 4:30 PM



Position Summary

The Lineman Foreman provides timely, efficient, and reliable service by ensuring all construction and maintenance work is performed in accordance with RUS specifications and Cooperative policies.

Key Duties and Responsibilities

- In order to provide members with adequate and quality electric service at the lowest possible cost consistent with good service and sound business practice, the objectives in this position are to: direct and plan the activities of the construction/maintenance crew to be efficient, productive, and safe.
- Ensure service is promptly restored in the event of outages.
- Responsible for the training of crewmembers to ensure projects are completed on-time and on-budget.
- Appraises the performance of personnel assigned, and after reviewing such appraisals with the Supervisor, counsels with the employees to help with development and improvement where necessary.
- Maintain and cultivate good employee relations by being courteous and helpful to all employees. Builds morale within the team.
- Be prepared to work all energized and non-energized poles when required.
- Patrol and repair or report any deficiency observed on the line.
- Review and/or complete work orders and other repairs as needed in the field.
- Respond to consumers as needed.
- Responsible for all vehicles, tools, and equipment issued.
- Adhere to all safety policies and procedures.
- Identify new ways to become more efficient.
- Must be flexible to adjust to constantly changing schedules and demands. Overtime on nights, weekends, and holidays may be necessary.
- Other duties as requested by the Supervisor of Operations.

Qualifications

- At minimum, five years of experience as a Journeyman/Lineman is required.
- A diploma/degree from a High Voltage or Journeyman/Lineman program is preferred.
- Internal candidates must have satisfactory performance evaluations for the last three years.
- External candidates, experience in a rural electric cooperative is preferred.
- Must hold a valid commercial driver's license.
- Must be able to work calmly and effectively under pressure.
- Must be able to interact well with internal and external customers. Conveys professional interaction at all times, thereby maintaining positive relations. Displays and encourages team effort for maximum efficiency and productivity.
- Must be able to operate standard company technology/equipment, including a working knowledge of Microsoft programs and other software applications pertinent to the Cooperative's system (Excel, Word, and Windows operating system).
- Maintains thorough working knowledge of Cooperative Bylaws, policies, procedures, and safety manual.
- Must be able to attend periodic seminars and training programs.

Physical Demands

- Frequently lifts materials from 10 to 50 pounds. Frequent standing, walking, with access to awkward positions necessary. Must have the ability to perform the outside duties of this position during extreme adverse weather conditions (temperatures above 90 and below 30 degrees F, rain, snow, high humidity, etc.), in the presence of pollens, dust, and other airborne particles. Must be able to avoid and/or endure insect stings and other hazards while executing assigned duties. Position requires contact work and irregular hours. Work environment outdoors.

Application Details: To apply, send resume to jobs@kayelectric.coop by 1/24/2025.

IMPORTANT: This position description is not intended to be all-inclusive; an employee will also perform other reasonably related job responsibilities as assigned by immediate supervisor and other management as required. This organization reserves the right to revise or change job duties as the need arises. This position description does not constitute a written or implied contract of employment. Management reserves the right to change position descriptions, job duties, or working schedules based on their duty to accommodate individuals with disabilities.