



## Radio Systems Technician

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<b>Classification:</b>	IT Support Specialist	<b>Reports to:</b>	Technical & Support Division Manager
<b>Division:</b>	Technical and Support	<b>Direct Reports:</b>	N/A
<b>FLSA:</b>	Non-Exempt	<b>Salary Range:</b>	773

A Radio Systems Technician performs highly skilled technical work in land mobile radio systems and other electronic equipment, including the 800 MHz Regional Public Safety Communications System, digital microwave networks, and supporting computer systems and networks.

The Radio Systems Technician utilizes computer software and electronic test equipment, performs system diagnostics, interprets results, and affects rapid repair of electronics equipment and support equipment for the network which controls the trunked radio system, associated microwave network and other communication systems and equipment. This position requires use of a combination of logic, analysis, and experience to make sound timely decisions to troubleshoot and resolve problems with the 800MHz regional radio system, base station radios, digital microwave, channel banks, legacy VHF and UHF radio system equipment, video surveillance and RF site support equipment. Some minor repairs to both mobile and portable radios may also be required. CRESA does not currently repair outside subscriber equipment.

The Radio Systems Technician must relate well to all kinds of people representing CRESA Technical Services and be comfortable working alone on assignments, using a variety of ways to get things done while acting with the customer in mind. This individual will be a team player who is a direct, truthful and can be counted on. The Radio Technician will participate in implementing new and upgraded technology. This position shares rotating on-call duties to ensure technical support is available 24 hours / 7 days a week / 365 days a year.

**ESSENTIAL JOB FUNCTIONS:** All candidates and incumbents must have the ability to perform the essential functions with or without reasonable accommodation. Essential functions include, but are not limited to:

- Perform technical work on land mobile radio systems and other electronics equipment, including the 800 MHz Regional Public Safety Communications System, digital microwave network, dispatch console system and supporting computer systems and networks.
- Experience designing portable and mobile radio subscriber templates for Motorola SmartNet / SmartZone systems.
- Experience using Motorola CPS for portable and mobile radio subscribers for Motorola SmartNet / SmartZone systems. To include APX, XTS, XTL, MCS and MTS series radios.
- Provide subscriber radio training to other internal and external governmental agencies.
- Make repairs to legacy base station radios, digital microwave, channel banks, video surveillance and DC Power systems.
- Inspect, test and align communications equipment as part of preventative maintenance.
- Maintains accurate records concerning equipment preventative maintenance and repair and modifications of equipment.
- Provide 24 hour on-call, call-out technical repair and support services for the 800 MHz regional radio system, console system and equipment, digital microwave network, and supporting computer systems and networks.
- Drive to and from work sites, meetings, trainings and similar.
- Use manual dexterity, fine motor skills and general strength and motor skills to lift and move objects (up to 50lbs), bend, carry, reach, stretch, kneel, etc. to perform essential job functions.
- Work in indoor and outdoor settings, including CRESA facility and radio tower sites in the service area.
- See and hear well enough to effectively perform essential job functions.
- Perform other duties as assigned.



**Minimum Qualifications**

- Associates degree, Vocational training program in Electronics or equivalent Military Electronics training involving communications equipment, analog / digital circuitry, and test equipment usage.
- Three years of relevant PC / Computer systems support experience. *(Additional years of directly related experience may substitute for some of the educational requirement.)*
- Five+ years of demonstrated experience in digital microwave repair, configuration, and operation. Experience with Aviat Eclipse series equipment is preferred; and
- Five+ years of demonstrated experience in the maintenance, configuration and repair of dispatch console systems. Experience with Motorola Gold Elite Console is preferred.
- Two years of demonstrated experience in trunked radio systems. Experience with Motorola SmartNet / SmartZone is preferred. Experience with P25 systems is desired.
- Any combination of education and experience that provides an applicant with knowledge, skill and ability to successfully perform the work will be considered.

**Knowledge / Skills / Abilities:**

- Ability to concentrate on the more important priorities, using his/her time effectively.
- Ability to establish and maintain effective relationships with customers, gaining their trust and respect and following through to ensure their needs are met.
- Ability to communicate messages that have the desired effect and to write clear documentation.
- Working familiarity with public safety priorities, objectives and criticality is highly desirable.
- Proven critical thinking skills, independent judgment, initiative, and time and project management skills.
- Ability to pass all required job selection and training processes including a background investigation and pre-employment reference; and probationary period.

**Physical / Sensory Requirements.** The following characteristics describe the most common ways this position’s essential functions and job tasks are performed. Any incumbent or candidate for this position must be able to perform the essential functions and job tasks with or without reasonable accommodation.

Sight and Vision	Frequency	Criticality of Requirement
• <i>Close / Fine Visual Acuity.</i> Differentiate and comprehend visual effects of subtlety or precision. Must be able to differentiate colors	Hourly / Constantly	Very Important
• <i>General Visual Acuity.</i> Differentiate and comprehend visual effects of general size, shape and distance.	Hourly / Constantly	Very Important
Hearing	Frequency	Criticality of Requirement
• <i>General / Broad Hearing.</i> Differentiate and comprehend:		
○ Audio effects or noises (ambient or intrusive) of pitch, volume or tone within the ‘normal range’	Hourly / Constantly	Very Important
○ Voices (ambient or intrusive) in face-to-face settings, in groups with multiple speakers, over the phone, by radio, etc. of pitch, volume or tone within the ‘normal range’	Hourly / Constantly	Very Important
○ Verbal speech, language, accents and vocal sounds including the subtleties of speech communication such as intonation, inflection, emphasis and nuance.	Hourly / Constantly	Very Important
Speech	Frequency	Criticality of Requirement
• <i>General Speech.</i> Communicate orally; express thoughts and emotions by word, sound and gesture.	Hourly / Constantly	Very Important
Touch	Frequency	Criticality of Requirement
• <i>Basic Repetitive Hand / Arm Motion.</i> Make regular movement (motion) of wrist, hand, fingers, elbow, shoulder, etc. to type, use computer mouse, etc.	Daily	Important
• <i>Reach.</i> Stretch or extend hand, arm, foot, etc. away from body to touch or meet another object.	Daily	Important
• <i>Grasp.</i> Seize and hold object with fingers, palm, and arms.	Daily	Important



		Job Description
<ul style="list-style-type: none"> <li>• <i>Lift</i>. Move object upward to a higher position; hoist. Typical weight lifted up to 50 lbs.</li> </ul>	Weekly / Monthly	Important
<ul style="list-style-type: none"> <li>• <i>Push / Pull</i>. Exert force to move objects towards or away self. Typical pressure doesn't exceed 50 lbs.</li> </ul>	Weekly / Monthly	Important

<b>Physical Coordination</b>	<b>Frequency</b>	<b>Criticality of Requirement</b>
<ul style="list-style-type: none"> <li>• <i>Sit</i>. Remain in seated position to accomplish work.</li> </ul>	Hourly / Constantly	Important
<ul style="list-style-type: none"> <li>• <i>Stand</i>. Remain in upright position, motionless or steady on the feet to accomplish work.</li> </ul>	Weekly / Monthly	Slightly Important
<ul style="list-style-type: none"> <li>• <i>Walk</i>. Move about or travel on foot to accomplish work.</li> </ul>	Daily	Important
<ul style="list-style-type: none"> <li>• <i>Drive</i>. Operate a motor vehicle to get self or others to and from various work locations.</li> </ul>	Weekly / Monthly	Very Important
<ul style="list-style-type: none"> <li>• <i>Dexterity</i>. Ability to bend, crawl, climb, stoop and reach in order to install, repair and maintenance of hardware and software.</li> </ul>	Daily	Very important
<b>Working Memory</b>	<b>Frequency</b>	<b>Criticality of Requirement</b>
<ul style="list-style-type: none"> <li>• <i>Audio Memory</i>. Retain and retrieve information gained via audio sources.</li> </ul>	Hourly / Constantly	Very Important
<ul style="list-style-type: none"> <li>• <i>Visual Memory</i>. Retain and retrieve information gained via visual sources.</li> </ul>	Hourly / Constantly	Very Important
<b>Comprehension</b>	<b>Frequency</b>	<b>Criticality of Requirement</b>
<ul style="list-style-type: none"> <li>• <i>Rapid Comprehension &amp; Application</i>. Grasp meaning, nature, or importance of information, then quickly and correctly apply knowledge to work or situation.</li> </ul>	Daily	Very Important
<ul style="list-style-type: none"> <li>• <i>Complex Comprehension &amp; Application</i>. Grasp the meaning, nature, and importance of complex, ambiguous or difficult information, and correctly apply knowledge to work or situation.</li> </ul>	Weekly / Monthly	Very Important
<b>Environmental Working Conditions</b>	<b>Frequency</b>	<b>Criticality of Requirement</b>
<ul style="list-style-type: none"> <li>• <i>No Substantial Hazards</i>. Position is not substantially exposed to adverse environmental conditions. Winter outdoor conditions walking in snow, ability to chain up 4x4 vehicles when needed. May need to be outside for extended periods during rain, heat and snow.</li> </ul>	Seasonal	Very Important
<b>Level of Physical Activity</b>	<b>Frequency</b>	<b>Criticality of Requirement</b>
<ul style="list-style-type: none"> <li>• <i>Active Work</i>. Work primarily requires physical movement and exerting up to 50 lbs. of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body.</li> </ul>	Hourly / Constantly	Important

**EQUAL OPPORTUNITY EMPLOYER**

CRESA is an equal opportunity (EEO) employer and does not unlawfully discriminate on the basis of race, color, national origin, religion, age, gender, sexual orientation, marital status, disability, genetic information, veteran status or any other basis prohibited by federal, state or local law. Recruitment processes are conducted to ensure open competition, equal employment opportunity and prohibit discrimination. Women, minorities, veterans, and persons with disabilities are encouraged to apply. CRESA will provide reasonable accommodation for persons with disabilities during the selection process if requested. Applicants are responsible to notify the Human Resources Manager of the accommodation needed at the time of application or at least two days prior to the date needed. For an alternate format of this information, contact ADA Compliance Office: (360) 992-9205. Washington Relay Service – 7-1-1 or (800) 833-6368

**IMMIGRATION LAW NOTICE**

Only U.S. Citizens and aliens lawfully authorized to work in the United States will be hired. All new employees will be required to complete and sign an Employment Eligibility Verification form and present documentation verifying identity and employment eligibility.