



Lead Radio Systems Technician

Classification:	Communication System Specialist, Sr.	Reports to:	Technical & Support Division Manager
Division:	Technical and Support	Direct Reports:	Radio Systems Technician
FSLA:	Exempt	Salary Range:	826

The Lead Radio Systems Technician will lead and provide direction for the Radio Systems team which includes but not limited to coordinating work assignments, monitoring work flows and ensuring timely project completion; maintaining quality standards and ensuring compliance with operating policies, procedures and standards. The Lead Radio Systems Technician provides support, maintenance and repairs of emergency and non-emergency voice and data radio and microwave systems including infrastructure, equipment, interfaces and facilities. The position works closely with the rest of the technical services division team to assist in the support, repairs, and maintenance for the other communications systems operated by CRESA and integrated with the radio system and will assist with planning, implementing and upgrading 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:

- Coordinate the work of and provide technical assistance to radio system technicians.
- Assign work in accordance with work operation requirements and workload demands; control and monitor workflow.
- Provide feedback to higher-level staff on employee and teamwork performance as well as any behavioral and attendance issues.
- Monitor work assignments to ensure work has been completed in a quality manner within the established timeframes; ensure equipment is maintained and in proper working order.
- Training and mentoring of new or current Radio System Technicians
- 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 ASTRO / SmartZone systems.
- Experience using Motorola CPS for portable and mobile radio subscribers for Motorola ASTRO / 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.
- Develops and coordinates routine preventative maintenance on all telecommunications equipment to include, VHF, UHF, 800 MHz base stations and repeaters, digital microwave systems and consoles.
- 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.
- Work in indoor and outdoor settings, including CRESA facility and radio tower sites in the service area.
- Design, engineer, implement and document unique systems, wiring and/or circuits in response to custom needs of various agencies and users.
- 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:

- Skills in planning, assigning, prioritizing and monitoring work.
- Ability to establish and maintain effective relationships
- 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, interpersonal skills and time and project management skills.
- Skills in problem solving and decision making

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
• <i>Lift.</i> Move object upward to a higher position; hoist. Typical weight lifted up to 50 lbs.	Weekly / Monthly	Important
• <i>Push / Pull.</i> Exert force to move objects towards or away self. Typical pressure doesn’t exceed 50 lbs.	Weekly / Monthly	Important
Physical Coordination	Frequency	Criticality of Requirement
• <i>Sit.</i> Remain in seated position to accomplish work.	Hourly / Constantly	Important
• <i>Stand.</i> Remain in upright position, motionless or steady on the feet to accomplish work.	Weekly / Monthly	Slightly Important
• <i>Walk.</i> Move about or travel on foot to accomplish work.	Daily	Important
• <i>Drive.</i> Operate a motor vehicle to get self or others to and from various work locations.	Weekly / Monthly	Very Important



- *Dexterity.* Ability to bend, crawl, climb, stoop and reach in order to install, repair and maintenance of hardware and software.

Daily

Very important

Working Memory

Frequency

Criticality of Requirement

- *Audio Memory.* Retain and retrieve information gained via audio sources.
- *Visual Memory.* Retain and retrieve information gained via visual sources.

Hourly / Constantly

Very Important

Hourly / Constantly

Very Important

Comprehension

Frequency

Criticality of Requirement

- *Rapid Comprehension & Application.* Grasp meaning, nature, or importance of information, then quickly and correctly apply knowledge to work or situation.
- *Complex Comprehension & Application.* Grasp the meaning, nature, and importance of complex, ambiguous or difficult information, and correctly apply knowledge to work or situation.

Daily

Very Important

Weekly / Monthly

Very Important

Environmental Working Conditions

Frequency

Criticality of Requirement

- *No Substantial Hazards.* 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.

Seasonal

Very Important

Level of Physical Activity

Frequency

Criticality of Requirement

- *Active Work.* 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.

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.