



Combination Technician Trainee (Phase 1)

Who We Are:

Arctic Slope Telephone Association Cooperative (ASTAC) is a member-owned telecommunications cooperative serving Alaska's North Slope region. We prioritize employee well-being and a supportive work environment while delivering exceptional service to our communities.

Position Overview:

The Combination Technician Trainee (Phase 1) is an entry-level role focused on learning foundational safety and technology skills under the guidance of experienced technicians. This phase emphasizes safety training, including heavy equipment operation, telecom and electrical safety, and vehicle operation.

Key Responsibilities and Duties

- Shadow experienced technicians to learn safety protocols and technical procedures
- Assist with basic installation and maintenance tasks under supervision
- Learn heavy equipment operation and vehicle safety
- Participate in telecom and electrical safety training
- Maintain tools and work areas in compliance with safety standards
- Other administrative tasks as required

Qualifications:

Required:

- Must live in Utqiagvik, AK
- High school diploma or equivalent
- Valid driver's license
- Strong interest in telecommunications and willingness to learn
- OSHA Safety Training (or ability to obtain within first 6 months)
- Telecom Fundamentals Certification (or ability to obtain within first 6 months)
- Heavy Equipment Operation Certification (or ability to obtain within first 6 months)

Preferred:

- Any variation of IT or Telecommunications job experience, certification, or education
- One year of work experience in any occupation
- CompTIA A+ or Network+
- Fiber Optic Association (FOA) Certified Technician
- OSHA Advanced Safety Training
- Heavy Equipment Operator Advanced Certification
- Vendor-specific certifications (Calix, Juniper, Cisco)
- First Aid/CPR Certification

What We Expect From You:

Commitment to safety, timeliness, reliability, and continuous learning. Ability to work in Arctic conditions, report to work on time, and follow all safety guidelines.

What You Can Expect From Us:

Affordable healthcare benefits, generous PTO, 11 paid holidays, competitive 401(k), pension plan, tuition reimbursement, paid professional development, company-provided life insurance, and wellness benefits. As part of the Combination Technician Training Program, certifications required but not yet obtained will be paid for by ASTAC, subject to provisions outlined in the ASTAC Certification Payment Agreement.

Career Path:

This structured apprenticeship is designed to lead to a full Combination Technician role. Progression is based on satisfactory performance, successful completion of required training, and manager approval:

- Phase 1 - (Months 1-6): Monday-Friday, 8 AM-5 PM; up to 150 OT hours. Focus on foundational safety and technology learning, including heavy equipment operation, telecom/electrical safety, and vehicle operation.
- Phase 2 - (Months 7-12): Monday-Friday, 8 AM-5 PM; up to 300 OT hours. Focus on customer installs, fiber training and installation, village travel, and responsibilities aligned with transitioning into a Combination Technician.
- After 1 Year - Junior Combination Technician (Transition Stage): 10-hour days, Monday-Friday. Duties follow the Junior Combination Technician job description.
- Full Combination Technician: Progression to the full standard Combination Technician position is contingent on demonstrated competency, successful completion of required certifications/training, and management approval.

Department: Operations (West)

Location: Utqiaġvik (Barrow)

Work Setting: On-site

FLSA: Non-Exempt

Reports To: Exchange Manager

Approved By: Jens Laipenieks, CEO

Effective Date: 07/01/2026

Employee Acknowledgment:

I have reviewed and understand this job description, and I believe it is accurate and complete. By acknowledging below, I confirm that I am fully aware that my compliance with the terms of this job description will be a key factor in all future evaluations. I also acknowledge that my manager, Human Resources (HR), and/or the General Manager/CEO have the right to modify this job description at any time.

Employee Name	Date	Supervisor Name	Date
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This job description is not intended to include all the duties that may be assigned to the employee(s) in this position. Employee(s) may be required to perform additional job-related tasks as directed by authorized individuals.

The review of this position has excluded the marginal functions that are incidental to the core duties. All listed duties and responsibilities are considered essential job functions and may be adjusted to reasonably accommodate individuals with disabilities.

To perform this role successfully, the employee(s) must have the skills, capabilities, and qualifications necessary to complete each task competently. Certain requirements may exclude individuals who present a direct threat or significant risk to their own health or safety, or to the safety of others. The requirements outlined in this document represent the minimum qualifications needed. This document does not create an employment contract, either implied or otherwise, and the relationship remains "at-will."