Combo Tech, East

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 Combo Tech, East performs the maintenance, repair, testing, installation, monitoring, and servicing of ASTAC's service provisioning equipment for the East exchange. The work spans a range of technologies and protocols, including digital and IP central office switching, carrier systems, radio networks, SONET, carrier class Ethernet switches and routers, TCP/IP, optical add/drop terminals, CWDM and DWDM terminals, MPLS, ATM, and DSL equipment. Reporting to the Manager, Infrastructure Operations, this position works out of Deadhorse (Prudhoe Bay) and the surrounding villages, in extreme Arctic conditions.

This is an operational role rather than a construction role: the work is keeping the network running and the community served, day in and day out, including outage response.

Key Responsibilities and Duties:

- Provide construction, operation, and maintenance of voice lines, data lines, and cellular wireless services.
- Install, maintain, and repair customer premises equipment, including drop wires, station protectors, network interface devices, and DSL equipment, and perform initial wiring or rewiring for new and existing subscribers.
- Install and maintain network equipment, and interpret network drawings and schematics to implement design parameters as specified.
- Install aerial and buried cable using trenching equipment, skid steer, and related machinery, and conduct locates of buried copper and fiber cables.
- Terminate, splice, and test fiber optic cables using appropriate equipment, and perform provisioning, operations, and maintenance on fiber optic multiplexers.
- Install and troubleshoot voice and data circuits T1, 2wire, 4 wire, and various circuits using Circuit Layout Records and appropriate test equipment.
- Install, troubleshoot, and maintain licensed and unlicensed IP and TDM based radio systems.
- Install, maintain, and troubleshoot emergency power systems, including facility-level battery plants and back-up generators.
- Climb utility poles and telecommunication towers.
- Monitor the network for equipment alarms and adverse trends to proactively prevent outages.
- Respond to trouble tickets, service interruptions, and outage events, including after hours and on call.
- Perform site surveys for upgrades and new installations, determine material lists, and quantify labor hours to support proposals.
- Perform facility maintenance in the remote Arctic environment.
- Perform all duties in accordance with applicable OSHA and FCC safety guidelines, and identify and report potential on-the-job safety hazards.
- Support and coordinate with the Village Representatives serving the exchange's villages.
- Maintain accurate service records, trouble tickets, and as-built documentation.
- Report recurring faults and design weaknesses so they can be corrected rather than repeatedly repaired.

Qualifications:

Required.

- Experience using the Microsoft Office application suite.
- Valid, current driver's license.

Preferred

- Calix Multiservice Access Platform experience.
- Certifications in copper and fiber and in applicable industry hardware and software applications.

- Key and PBX system experience, including Nortel, ESI, and Avaya systems.
- 3 – 5 years prior telecommunications work experience
- Tower climbing certification and or pole climbing experience
- Experience working in Arctic conditions.
- Residence in, or long-standing ties to, a North Slope community.

What We Expect From You:

- Proficiency operating and maintaining equipment such as Genband C15, AFC, Calix, Fujitsu, and Adtran.
- Ability to safely use ladders, boom and bucket trucks, trenching equipment, and other telecommunications construction tools.
- Working knowledge of the Open Systems Interconnection (OSI) model through Layer 3.
- Strong verbal and written communication skills, and the ability to read, write, spell, and communicate industry terminology in English.
- Familiarity with Windows-based computers and the Microsoft Office suite.
- Comfort working independently in remote locations and as part of a collaborative team.
- Detail orientation and precision in installation, testing, and documentation.
- A positive attitude in an industry that is rapidly evolving.
- Understanding that two things can never fail—the network and service to the community—and the judgment to act accordingly when the two compete for the same hour.
- Willingness to report what is actually happening in the field, so that recurring problems reach the people who can design them out rather than being absorbed quietly.
- Cultural awareness of, and respect for, the Iñupiaq values and communities ASTAC serves.
- Thorough working knowledge of the unique aspects and challenges of working in Arctic conditions, including long logistics cycles, limited site access, and extreme weather.
- Willingness to work a 10-hour daily schedule on a three-week rotation (21/10) and occasional overtime beyond the regular schedule.
- Ability to handle extended working hours requiring both physical and emotional stamina, including on-call and outage response.
- Physical requirements include standing, sitting, stooping, kneeling, walking, lifting up to 50 pounds, and working at heights of 60 feet or more.
- Ability to perform on-site work at ASTAC facilities with travel by foot, all-terrain vehicle, pick-up truck, aircraft, and other means, in extreme Arctic conditions.

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.

Career Path:

Potential for advancement beyond the Combo Tech, East role could include the following roles:

- Sr. Wireless Tech
- Sr. Field Engineer
- Fleet & Facility Tech
- Manager, Infrastructure Operations

Department: Infrastructure Operations & Engineering
Location: Deadhorse (Prudhoe Bay), Alaska
Work Setting: In-person
FLSA: Non-Exempt
Reports To: Manager, Infrastructure Operations
Approved By: Robert Sharpe, CEO
Effective Date: 10/01/2026

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

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."