JOB ANALYSIS WORKSHEET
FLINT ELECTRIC MEMBERSHIP CORPORATION
P. O. BOX 308, 3 SOUTH MACON STREET, REYNOLDS, GEORGIA 31076

JOB POSTING	**EXTERNAL POSTING** (Individuals meeting the following requirements are eligible to apply.)
JOB TITLE	**Apparatus Technician Apprentice (through Lead Apparatus Technician may apply)**
JOB LOCATION	1937 Electric Avenue, Fort Valley, GA
JOB CLASSIFICATION	Outside Job; Non-Exempt; Uniform Program
SUPERVISOR	Apparatus Superintendent (Bryan Dent)
LAST DATE REVIEWED	July 2026
JOB SUMMARY	Works in the Apparatus Shop and in the field performing installation as well as maintenance on equipment used in an electric utility to include substation class breakers, reclosers, transformers, voltage regulators, relaying, metering, controls, and related equipment. Installs and maintains SCADA system to interface with field equipment. Installs and maintains TWACS SCE (or other) load management system as relates to substation equipment. Follows all policies and procedures established by Flint EMC. Once qualified, will serve in an on-call rotation to respond to apparatus issues after hours.
EDUCATION / TRAINING	**Required:** • High school graduate or equivalent. • Minimum of three years' experience in industrial, or commercial electrical troubleshooting, maintenance, and repair using a multi-meter. **OR** Completion of a two-year (minimum of 60 quarter hours or 40 semester hours) degree in Electronics Technology from an accredited post-high school establishment. (Experience in conjunction with electronics study is preferred over electronics degree with no experience) **OR** Minimum of two years' experience specifically in maintenance and construction of overhead electric utility distribution systems or substations and >50% completion of a Line Worker Competency Program (LCP) of the Power Delivery Program (PDP). **OR** Minimum of two years' experience specifically in installation, maintenance and repair of electric utility substation or metering including electrical wiring, relaying, controls, field testing, CT wiring, installation, and troubleshooting. **Preferred:** • Experience in repairing, testing, and maintenance of medium voltage electrical distribution apparatus and related equipment. • Completion of classes involving AC and DC fundamentals from an accredited post high school establishment. • Computer experience – Proficient use of Microsoft Office Package. • Interfacing SCADA and/or TWACS SCE equipment with apparatus equipment. • I.T.S. certification. • CDL License
KNOWLEDGE / INTERPERSONAL SKILLS	**Required:** • Ability to learn to perform simple circuit analysis, read electrical diagrams, and troubleshoot electrical circuits. • Must be able to give small group presentations and train other Flint personnel on the proper use of apparatus equipment. • Good communication skills and positive attitude for cooperation with co-workers, working as a team member, responding in a positive manner to supervision, and functioning under intense time pressure.
EXPECTATIONS	• An employee that starts as an Apparatus Technician Apprentice 1 will spend a minimum of four years in this position to be eligible to progress to the next level as Apparatus Technician except when advancing from an Apparatus Mechanic 1 position within Flint or outside employment with equivalent job title and responsibilities. • An Apparatus Technician Apprentice must pass a 3, 6, 12, 24, 36, and 48-month competency evaluations at 85% or higher to retain the position. Those passing at least 85% but less than 100% will be re-evaluated on the items missed within six weeks of the initial evaluation to achieve 100% competency to maintain position. • If hired as an Apprentice, employee must complete the Substation Technician Power Delivery Program as outlined in the Competency Program within four years of hire (a minimum of 1 Module must be completed each year)-OR completion of LCP Modules 1-4 will be accepted if currently enrolled in the LCP PDP Program. • If not already, employee must develop computer skills and become proficient with the use of Microsoft Office Package. • Employee must become I.T.S. switching certified within two years of employment. • Employee must become familiar with operating policies and procedures and develop skills to a level where employee is competent to be on call after hours. • When the Apparatus Technician Apprentice has met all requirements and successfully completed all four years of competency evaluations and completed the Substation Technician PDP, the employee will be

	promoted to an Apparatus Technician.
WORK HOURS / DAYS	• Typically, 4 – 10 Hour days with 30 minutes for lunch. (Specific schedule to change to meet the needs of the company). Must be able to accept after-hour calls by phone and work overtime on short notice, including weekends. • Must live within 45 minutes of Flint's Service Center located at 1937 Electric Ave, Fort Valley, GA (32.585878, -83.720310) **OR** reside within Flint's service territory.
OTHER	• Must have and maintain a valid Georgia driver's license with a verifiable safe driving record (MVR) required. • Must be willing to accept communications of company and security updates notifications by phone.
APPLYING FOR JOB	• Qualified external applicants may print an application from our website, www.flintenergies.com or pick up an application from our offices at 98 Carl Vinson Parkway, Warner Robins, GA or 3 South Macon Street, Reynolds, GA. **The deadline for external applications is 5:00 p.m., Friday, August 14, 2026.** • Applications should be emailed to hr@flintemc.com or dropped off at the locations listed above

FLINT EMC IS AN EOE/AA: MINORITES / FEMALES / VETERANS / DISABLED
DRUG FREE / SMOKE FREE WORKPLACE

Posted 07/31/26

PHYSICAL DEMANDS FOR ESSENTIAL FUNCTIONS
APPARATUS TECHNICIAN APPRENTICE (through LEAD APPARATUS)

ALERTNESS / CONCENTRATION	Maintains full alertness and concentration at all times, sometimes in inclement climatic conditions, at night, and during emergency storm shifts.
ABILITY TO DEAL WITH STRESS	Must be able to work under pressure in emergencies, handle tense situations, and control anger and attitude.
VISION	Far Visual Acuity - As necessary to drive and operate equipment and assess the status of fixtures on top of 25 ft. substation steel from ground and on top of a 45 ft. pole to ground. Should be able to distinguish potential hazards in substations and lines. Near Visual Acuity - Necessary for filling out logs, written reports, operating controls on equipment, identifying materials, nameplates on equipment. Peripheral Vision - As necessary for driving and operating equipment safely. Color Vision - Judges red, green and yellow traffic lights adequately to drive and colored indicator lights on equipment. Depth Perception - Needed to judge distance when driving, operating equipment around high voltage substation equipment. Night Vision - Same as above when working at night and in poor light.
HEARING	Hears spoken conversation well while working on ground and communicating with other employees on top of substation structures, despite heavy background noise from equipment, traffic, rain, and wind. Hears adequately to operate 2-way radio. Visual signals may not always be appropriate.
SPEECH	Speaks loudly and clearly enough to be understood from ground to top of 25 ft. substation structure or when 100 ft. away from co-worker despite heavy background noise and when visual signals cannot be used. Speaks clearly when communicating by 2-way radio.
SITTING / STANDING	Varied. 30-90% of working hours spent sitting when inputting reports into computer, repairing electronic controls, or while driving to and from work sites. May sit 7½ hours in eight (8) hour day on occasions. 70-100% of working hours spent standing. Surface may be uneven ground or metal platform on equipment.
WORKER MOBILITY	Can change positions frequently when on ground. When operating equipment, somewhat limited.
WALKING	Common distance is ¼ to ½ mile. On uneven ground, occasionally, one to two miles. May walk in overshoes as required in substations and in stormy conditions. Total walking in 8-hour day is 6-7 hours.
LIFTING / CARRYING	Lifts over 50 lbs. Equipment would normally be used to carry items weighing 75 lbs. plus. 0-50 lbs. continuous. Up to 50 lbs. would be carried approximately 100 ft. Must be able to slide equipment around on floor that weighs several hundred pounds. Must be able to install a twenty-pound 4/0 ground on an overhead electrical bus in a substation using an insulated shotgun stick.
PUSHING / PULLING	31-50% of working hours when working with materials, moving reclosers and transformers around and moving equipment around with cranes.
BENDING	31-80% of working hours. May bend or kneel to work on transformers, regulators and reclosers, bends when loading materials on/off trucks, picking up materials to work on equipment, etc.
REACHING / HANDLING	Regular use of hands and wrists when using small tools such as wrenches, air tools, etc. Grips hand tools for several minutes at a time. Operates controls on equipment for up to two (2) hours at a time. Writes reports and enters in logbooks.
TWISTING / CLIMBING / CRAWLING	Twisting can be avoided somewhat by taking step in direction of the work. Climbs on and off trucks and equipment. First step is approximately 20-24 inches from ground. Occasionally crawls under equipment.
ENVIRONMENTAL FACTORS	Performs a variety of strenuous tasks outside, with temperatures varying from 32 degrees or below to 90 degrees or above, sometimes in rainy, stormy conditions, rarely in snowy or icy conditions. Works around high voltage using hot sticks, and occasionally with the use of hand tools. Frequently exposed to noise from construction equipment, heavy traffic, paint booth, air compressors, and air-operated tools. Hearing protection is provided. Exposed to paint and painting chemicals, denatured alcohol, PCB oil, mineral oils, pollen, bee/wasp stings, animal bites, and poison oak.
MACHINES / TOOLS/ EQUIPMENT	Hydraulic and battery powered tools, hand tools, insulated switching stick, shotgun stick, forklift, bucket truck, air compressors, air tools, voltmeter, P.F. meter, ammeter, ohmmeters, transformer and recloser tester, high voltage testing apparatus, hydraulic punch and press, oil filtering equipment, two-way radio.
SAFETY EQUIPMENT / SAFETY LOSS CONTROL PROCEDURES	Safety Harness, Hardhat, overshoes, safety glasses, work gloves, class 3 rubber gloves and sleeves, FR clothing, and ear protection. Mayday, CPR, first aid, defensive driving, and bucket truck rescue.
DRUG TEST / PHYSICAL EXAM	Required for pre-employment and random thereafter.

Requirements are subject to possible modification to reasonably accommodate individuals with disabilities provided it does not pose a direct threat or significant risk to the health and safety of themselves or other employees.