

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

<b>JOB POSTING</b>	<b>EXTERNAL POSTING</b> ( <i>Individuals meeting the following requirements are eligible to apply.</i> )
<b>JOB TITLE</b>	<b>Line Technician Apprentice Trainee (thru Journeyman)</b>
<b>JOB LOCATION</b>	<b>19 Racetrack Road, Reynolds, GA. 31076</b>
<b>JOB CLASSIFICATION</b>	Outside Job; Non-Exempt; Uniform Program
<b>SUPERVISOR</b>	Line Superintendent (Nick Pandolfi) or Line Maintenance Supervisor (Brad Hortman)
<b>LAST DATE REVIEWED</b>	February 2026
<b>JOB SUMMARY</b>	For a trainee position, the ideal candidate is someone with 3 months of electrical distribution line experience or having recently completed a lineman training program for electric distribution systems at an accredited school. Assists line personnel with construction, maintenance, or retirement of distribution lines. Serves as a Groundman role learning line construction. With satisfactory job performance, Trainee will progress to Flint's Line Technician Apprentice training program in a minimum of 3 months and maximum of 6 months. As an Apprentice or above, position will assist line personnel with all construction, maintenance, or retirement of electric distribution lines. Operate equipment such as forklift, backhoe, trencher, derrick truck and bucket truck. Continuous progression to Line Technician I is required as outlined in Flint's Line Technician Competency and Advancement Program. Completion of the Power Delivery Program within the timeframe of the Competency Program is required.
<b>EDUCATION / TRAINING</b>	<p><u>Required:</u></p> <ul style="list-style-type: none"> <li>• High school education or equivalent.</li> <li>• 3 months experience in line construction or maintenance <u>OR</u> completion of an approved Electrical Lineworker Program.</li> <li>• Must obtain CDL Learner's Permit within 2 months of employment. Obtaining a Commercial Driver's License (Class A) is required as part of Flint's Apprentice Program.</li> </ul> <p><u>Preferred:</u></p> <ul style="list-style-type: none"> <li>• Commercial Driver's License (Class A)</li> </ul>
<b>KNOWLEDGE / INTERPERSONAL SKILLS</b>	<p><u>Required:</u></p> <ul style="list-style-type: none"> <li>• Ability to acquire knowledge of the principles and practices in line construction service and operations and maintenance requirements in an electric distribution system.</li> <li>• Ability to climb poles and perform responsibilities in accordance with accepted utility practices.</li> <li>• Ability to understand and interpret line technician handbook, electric code, safety manual, and staking sheets.</li> <li>• Skills to demonstrate arithmetic and writing competency for maintaining logbooks, reports, and material inventory.</li> <li>• Basic computer skills</li> <li>• Good communication skills and positive attitude for getting along with co-workers, working as a team member, responding in a positive manner to supervision, interacting effectively with customers, and functioning under intense time pressure.</li> </ul>
<b>WORKING HOURS</b>	<ul style="list-style-type: none"> <li>• Working hours - Typically 4 – 10 Hour days with 30 minutes for lunch. (Specific schedule to change to meet the needs of the company).</li> <li>• Must live within 30 minutes of Flint's Reynolds Operations Center (ROC), 19 Racetrack Road, Reynolds, GA 31076. (32.55939, -84.10639)</li> <li>• Must be able to accept after-hours calls by personal phone or radio and be able to work overtime on short notice, including weekends.</li> <li>• Must be able to accept scheduled on-call duty as required. Must be willing to accept unscheduled duty during emergency situations, storms, and outages.</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Must have and maintain a valid driver's license with a verifiable safe driving record (MVR required).</li> <li>• Must be willing to work on various crews as assigned.</li> <li>• Must be willing to accept communications of company and security updates notifications by phone.</li> <li>• Must wear uniforms and safety equipment as designated by Flint's procedures.</li> <li>• Must supply personal hand tools such as: Line construction pliers, channel lock pliers, crescent wrench (10" and/or 12"), large flathead screwdriver, wire skinning knife, and/or others specified to do the job.</li> </ul>
<b>APPLYING FOR JOB</b>	<ul style="list-style-type: none"> <li>• Qualified external applicants may print an application from our website, <a href="http://www.flintenergies.com">www.flintenergies.com</a> and emailed to <a href="mailto:hr@flintemc.com">hr@flintemc.com</a> or pick up an application from our offices at 98 Carl Vinson Parkway, Warner Robins, GA or 3 South Macon Street, Reynolds, GA.</li> <li>• <b>The deadline for external applications is 5:00 p.m. Monday, March 9, 2026.</b></li> <li>• Contacts: Stephanie Cebada-Bembry, Ext. 5542 or Tracie Lord, Ext. 5653.</li> </ul>

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

**PHYSICAL DEMANDS FOR ESSENTIAL FUNCTIONS**  
**Line Technician Apprentice Trainee (thru Journeyman)**

<b>ALERTNESS &amp; CONCENTRATION</b>	Maintains full alertness and concentration at all times, sometimes in inclement climatic conditions, at night, and during emergency storm shifts.
<b>VISION</b>	<u>Far Visual Acuity</u> - As necessary to drive, operate equipment, assess the status of fixtures on top of 45 ft. pole from ground, and distinguish potential hazards. <u>Near Visual Acuity</u> - Necessary for filling out logs, written reports, operating controls on equipment, identifying materials and nameplates on transformer, and reading meters. <u>Peripheral Vision</u> - As necessary for driving and operating equipment safely. <u>Color Vision</u> - Judges red, green, and yellow traffic lights adequately to drive and colored indicator lights on equipment. <u>Depth Perception</u> - Needed to judge distance when driving and operating equipment around high voltage lines. Must be able to set right angle when boring. <u>Night Vision</u> - Same as above when working at night and in poor light.
<b>HEARING</b>	(Normal Tones) Hears spoken conversation well while working on ground and communicating with equipment operator and other members of the crew, despite heavy background noise from equipment, traffic, rain, and wind. Hears adequately to operate 2-way radio. Visual signals may not always be appropriate.
<b>SPEECH</b>	Speaks loudly and clearly enough to be understood from ground to top of 45 ft. pole 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.
<b>SITTING / STANDING</b>	31-70% of working hours spent sitting while operating equipment or while driving to and from work sites. May sit 3-5 hours in eight (8) hour day. 70-100% of working hours spent standing. Surface may be uneven ground or metal platform on equipment.
<b>WORKER MOBILITY / WALKING</b>	Can change positions frequently when on ground. When operating equipment, somewhat limited. The common distance for walking is ¼ to ½ mile. On uneven ground, occasionally, one to two miles. May walk in overshoes as required in substations or pad mount equipment and in stormy conditions. Total walking in 10-hour day is 4-6 hours.
<b>LIFTING / CARRYING</b>	0-50 lbs. continuous and carried approximately 400-500 ft. Frequently lifts over 50 lbs. 75 lbs. plus usually carried with equipment.
<b>PUSHING / PULLING</b>	70% of working hours when working with materials, hand lines, pulling conductor, hooking up trailer, using tamp drills, loading/unloading drill rods, and loading/unloading drilling compound.
<b>BENDING</b>	31-70% of working hours. Bends when loading materials on/off trucks, attaching equipment to hand lines, framing poles.
<b>REACHING / HANDLING</b>	Regular use of hands and wrists when using hand lines and small tools such as wrenches, bolt cutters, and pump tools. 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 entries in logbooks.
<b>TWISTING / CLIMBING / CRAWLING</b>	Twisting can be avoided somewhat by taking step in direction of the work. Routinely climbs poles using safety equipment to complete assigned task. Frequently climbs on and off trucks and equipment. First step is approximately 20-24 inches from ground. Occasionally crawls under equipment or in trenches. Twisting required when working off pole. Climbing poles required 1% of time.
<b>ENVIRONMENTAL FACTORS</b>	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. Frequently exposed to noise from construction equipment, jack hammers, heavy traffic, and chain saws. Hearing protection is provided. Exposed to chemically treated poles, wood dust after drilling or sawing, mineral oils, pollen, bee/wasp stings, animal bites, poison oak, and bentonite dust. Must meet weight restrictions to perform work safely in aerial devices as required by bucket ratings.
<b>MACHINES / TOOLS/ EQUIPMENT</b>	Hydraulic and battery powered tools, pop tools, hammers, chain saws, live line tools such as shotgun and extendo sticks, side cutters, channel locks, ladder, crescent wrench, multimeter, rotation meter, wire strippers, forklift, mini excavator, and bucket truck. Must be able to effectively type using a computer keyboard and mouse.
<b>SAFETY EQUIPMENT / SAFETY LOSS CONTROL PROCEDURES</b>	Required PPE (Personal Protective Equipment) will include, but is not limited to, safety harnesses, hard hat, rubber gloves and sleeves, overshoes, safety glasses, hearing protection, work gloves, and FR (flame retardant) clothing. Required certifications and training will include, but is not limited to, Mayday procedure, CPR, first aid, pole top rescue, bucket truck and defensive driving.
<b>DRUG TEST / PHYSICAL EXAM</b>	Drug test required for pre-employment and random thereafter. Employment entrance physical exam required.

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.