



Southwest Tennessee Electric
MEMBERSHIP CORPORATION

Job Title:	OSP Fiber Specialist	FLSA Status:	Non-Exempt/Hourly
Reports to:	OSP Fiber Foreman	Pay:	Contractual Labor Agreement
Training:	Provided	Travel Required:	Occasional travel required
Position Type:	Full-Time	Residency Requirement:	30-Minutes
Location:	STEMC Eastern District (Jackson/Henderson/Brownsville) – 1 position; STEMC Western District (Covington/Atoka/Brownsville) – 1 position	Location Type:	In-Office

Applications Accepted By:

EMAIL:

To: atipton@stemc.com or sdinkins@stemc.com
Subject: OSP Fiber Specialist (Eastern – 1 position or Western – 1 position, Districts) **Please specify which position applying for.**
Deadline for Applications – July 21, 2026

ONLINE:

www.stemc.com/careers

Job Description

POSITION SUMMARY

To complete technically minded manual labor with emphasis on quality and attention to detail so that fiber services are installed, maintained, restored, and properly documented in a timely fashion.

ESSENTIAL DUTIES:

- Follows all safety rules and procedures.
- Maintains compliance with fiber construction assembly units and other nationally accepted regulations such as the National Electric Safety Code, TIA, ITU, and Telcordia Fiber Specifications.
- Complies with STEMC's policies prohibiting harassment, discrimination, ethics violations and conflicts of interest.
- Responsible for the termination and documentation of fiber splicing performed on STEMC network.
- Troubleshoot outages, routinely test, and document the fiber system.
- Execute periodic maintenance program on existing fiber facilities.

- Coordinate fiber projects as well as assist IT, Engineering, and Substation/Metering Department with various projects including Smart Grid initiatives.
- Maintain and grow knowledge of the fiber optic industry including new technologies, tools, techniques, materials, and solutions.
- Determines differences in wire and cable color and audible tones.
- Uses access terminals to communicate with online databases for testing, receiving, documenting and closing job tasks.
- Performs additional duties as requested.

SOFTWARE AND EQUIPMENT REQUIREMENTS (MUST BE ABLE TO EFFECTIVELY USE):

E-Mail, Word, Excel, Outlook, PowerPoint and specialty software. Personal computer, I-Pad, laptop, printer, copier, fax machine, telephone, voltmeter, company vehicle, and be capable of towing a large trailer. Capable of operating aerial devices and other construction equipment.

EDUCATION DEGREES, CERTIFICATES, LICENSES, AND/OR TRAINING:

Required:

- High School Diploma or equivalent
- Valid Class A Driver's License and DOT Medical Examiner's Certificate.

Preferred:

- Careers and Technology certification in skilled trades related to electrician, HVAC, industrial maintenance, and similar areas of study. Associates Degree with an engineering computer science, or other technical emphasis.

Provided:

- On the job training.
- Splicing, testing, and troubleshooting training through recognized programs.
- CPR/First aid certified
- Certification in climbing and rescue

EXPERIENCE, KNOWLEDGE, SKILLS AND ABILITIES:

Required:

- Must be able to logically complete tasks in a timely manner with minimal supervision.
- Must be able to work long hours when needed including on-call duty.
- Must be able to respond timely in the event of an emergency.
- Must be willing to follow instruction and document work as instructed.
- Must be able to work well with others.
- Must be able to provide excellent customer relations skills and verbal communication skills.

Preferred:

- Working knowledge of fiber optic networks and practices.
- Experience terminating fiber using fusion and mechanical splicing methods.
- Experience terminating copper circuits commonly used for interoffice communications networks; twisted pair and coaxial.
- Familiar with the operation of fiber testing equipment including, but not limited to OTDR, light source and meter, and fiber identifier.
- Experience documenting fiber records.

RESIDENCY REQUIREMENT:

- Must live within 30-minute drive per Google Maps from the nearest STEMC District Office (depending on East, West work group).

PROGRESSIONS AND OPPORTUNITY FOR DEVELOPMENT:**OSP APPRENTICE THREE-YEAR TRAINING PROGRAM**

- Must complete a minimum of 2 years' experience on the job training in STEMC's network or comparable.
- Must attend Fiber 1, 2, 3 Light Brigade Class and pass the ETA Fiber Optics Installer (FOI) certification.
- Must attend OTDR and Testing Deep Dive Workshop Light Brigade Class.
- Must have completed prerequisites for OSP Fiber Specialist II.
- Must complete a minimum of 4 years' experience on the job training in STEMC's network or comparable.
- Must attend Advanced OSP Technician class and pass the ETA Fiber Optics Technician—Outside Plant (FOT-OSP) certification.
- Must be able to troubleshoot and provision hardware for FTTH and electric system network.

Note: Completion of prerequisites does not entitle OSP Fiber Specialist advancement. Consistently demonstrating over time a good work ethic, positive attitude, and proactiveness coupled with training and tenure should lead to progression.

PHYSICAL REQUIREMENTS: (MUST BE ABLE TO):

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

Extend neck to look above, down and side to side; use both hands and fingers; sit/stand for long periods of time; walk long distances and on uneven terrain; maintain arm-hand steadiness; lift and carry weights of up to 50 pounds for 20 feet; and push and pull weights up to 100 pounds. Performing work from various ladder types at various heights.

WORKING CONDITIONS:

Conditions will vary depending on tasks at hand. Some work will be inside, with most the work outside. Four (4) 10 hour work day schedule. Work outside normal duty hours required during some emergencies and planned outages. Subject to being on-call 24/7.

BENEFITS

Full-time employees will receive an excellent benefits package, including health, dental, life, and long-term disability insurance, as well as 401(k) participation, paid vacation, sick leave, and holidays.

IMPORTANT

This position description is not intended to be all-inclusive; other duties may be required as assigned. STEMC reserves the right to revise this position description as needed. This position description does not constitute a written or implied contract of employment.

Employment is contingent upon successful completion of employment authorization verification under Tennessee law.

Southwest Tennessee Electric Membership Corporation is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, sex, national origin, age, disability, or any other status protected by applicable law.

Southwest Tennessee Electric Membership Corporation participates in Tennessee's Drug-Free Workplace Program. Applicants will be required to submit to pre-employment drug testing.

Effective Date	07/07/2026
----------------	------------