

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

JOB POSTING	EXTERNAL POSTING <i>(Individuals meeting the following requirements are eligible to apply.)</i>
JOB TITLE	STAKING TECHNICIAN (thru Senior Staking Technician may apply)
JOB LOCATION	Flint EMC (Service Center) - 1937 Electric Avenue, Fort Valley, GA 31030
JOB CLASSIFICATION	Outside Job; Non-Exempt; Uniform Program
SUPERVISOR	Supervisor of Staking Services (Bart Hardwick)
LAST DATE REVIEWED	January 2026
JOB SUMMARY	Designs and performs field engineering for placement of new electrical distribution facilities or rebuilding of existing facilities. Meets with consumers to determine service requirements, designs distribution lines to serve members, provides excellent customer service, and obtains easements as required.
EDUCATION / TRAINING	<p>Required:</p> <ul style="list-style-type: none"> • High school diploma or equivalent • Computer experience with Microsoft Office (specifically Word, Excel, and Outlook). • Two years' electrical utility experience in Engineering or Operations with basic knowledge of construction and maintenance of electrical distribution facilities. <p>Preferred:</p> <ul style="list-style-type: none"> • Four (4) years' engineering and operations field experience in design or construction with an electric utility (RUS Cooperative preferred) • Experience in electrical distribution line design (minimum of 5 years required if applying for Senior Staking Technician) • Experience with completing Utility permits, obtaining easements, and meeting/working with the general public • Experience utilizing GIS-based staking and mapping applications (such as Partner) • Two-year technical degree in an electrical field or Associate's degree in Applied Science or an Engineering discipline
KNOWLEDGE / INTERPERSONAL SKILLS	<p>Required:</p> <ul style="list-style-type: none"> • Ability to complete GEMC Line Design and Staking Certification courses (3) within 2 years • Ability to become qualified to open and inspect energized padmount equipment as required to plan for future line extensions • Ability to learn design calculations for poles, hardware, and attachments • Ability to read maps, blueprints, specifications, and survey plats • Ability and willingness to collaborate with construction personnel on improving job designs to minimize construction expense • Excellent interpersonal, communication, and organizational skills • Positive attitude and willingness to be a team player in support of exceptional internal and external customer service, which should be evidenced from prior work experience • Ability to acquire knowledge of company policies • Ability to use system knowledge to provide assistance to Operations during widespread power outages <p>Preferred:</p> <ul style="list-style-type: none"> • Knowledge of RUS construction specifications and National Electric Safety Code • Knowledge of Flint's distribution system
WORKING HOURS	<ul style="list-style-type: none"> • Working Hours: Typically, 4 (four) 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-hours calls by phone and be able to work overtime on short notice, including weekends
OTHER	<ul style="list-style-type: none"> • Must have a valid Georgia Driver's License with a verifiable safe driving record • Must be willing to accept communications of company and security updates notifications by phone. • Must live within 60 minutes of Flint's Service Center located at 1937 Electric Ave, Fort Valley, GA (32.585878, -83.720310)
APPLYING FOR JOB	<ul style="list-style-type: none"> • 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. Thursday, February 19, 2026. • Applications may be dropped off at the locations listed above or emailed to hr@flintemc.com • Contacts: Stephanie Cebada-Bembry, Ext. 5542 or Laquita McCrary, Ext. 5561.

PHYSICAL DEMANDS FOR ESSENTIAL FUNCTIONS
STAKING TECHNICIAN (thru Senior Staking Technician)

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 handle tense situations, resolve complaints and control anger and attitude.
VISION	<u>Far visual acuity</u> - As necessary to drive and operate equipment, assess the status of fixtures on top of 60 ft. pole to ground. Should be able to distinguish potential hazards on poles. <u>Near visual acuity</u> - Necessary for design of line and completion of staking sheets. <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. <u>Depth Perception</u> - Needed to judge distance when driving, using range rods or transits, working in traffic. <u>Night vision</u> - 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 60 ft. poles, 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 60 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.
SITTING / STANDING	0 -100% of working hours spent sitting when inputting staking sheets into computer, completing staking sheets manually, reading manuals or while driving to and from work sites. May sit 7½ hours in 8-hour day on occasion. 70-100% of working hours spent standing. Surface may be uneven ground or metal platform on equipment.
WORKER MOBILITY / WALKING	Can change positions frequently. WALKING: Common distance is ½ to 1 mile. On uneven ground, occasionally one to four 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 30 lbs. Up to 50 lbs. would be carried approximately 100 ft.
PUSHING / PULLING	50% of working hours when working with materials.
BENDING	30-80% of working hours. May bend or kneel to place stakes in the ground. Bends when loading materials on/off trucks.
REACHING / HANDLING	Regular use of hands and wrists when using tools such as hammer, range rods, computer, pencil, etc. Grips writing tools for several hours at a time. Draws staking sheets.
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 12-24 inches from ground.
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. Frequently exposed to noise from construction equipment and heavy traffic. Exposed to pollen, bee/wasp stings, animal bites, poison oak and snakes.
MACHINES / TOOLS/ EQUIPMENT	Computer, hand tools, measuring stick, voltmeter, amp meter, drawing tools, pickup truck, range rods, transit, pencils, etc.
SAFETY EQUIPMENT / SAFETY LOSS CONTROL PROCEDURES	Hard hat, safety glasses, work gloves and reflective vest. Mayday, CPR, First Aid, and Defensive Driving.
DRUG TEST / PHYSICAL EXAM	Drug test required for pre-employment and random thereafter. Pre-employment 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.