

Concho Valley Electric Cooperative, Inc.

Position Description

Position Title: Staking Engineer Technician III

Departments: Engineering

Reports To: Supervisor of Staking Engineering

Oversees: Personnel as Assigned

FLSA Status: Non-Exempt

NRECA Job Code: 54-4421

Reviewed/Revised: 08/2025

GENERAL DESCRIPTION: Works under minimal to no supervision and serves as an advanced-level staking technician. Completes complex staking and design work for high-impact projects, system improvements, and large-scale member requests. Acts as a technical resource and mentor for Technician I and II personnel. Ensures all designs meet cooperative standards, applicable codes, and regulatory requirements, and provides input on long-range planning and system improvement opportunities.

PURPOSE: To perform staking and design of the most complex and critical projects, support system planning efforts, ensure regulatory compliance, and provide technical leadership to less experienced staking personnel.

ENVIRONMENT: Work is predominantly outside and in the open, being exposed to the weather, away from the corporate office, and exposed to some mechanical hazards. Duties would also include in-office tasks with knowledge in staking and sag programs, documenting permits, easements, and ROW.

EXTERNAL CONTACTS: Member-Consumer; TxDOT; other utility personnel during coordination activities.

DUTIES AND TASKS OF THE JOB:

- Performs all duties of Staking Engineer Technician II, plus the following additional responsibilities:
- Leads staking and design for large commercial/industrial projects, subdivisions, and complex system improvements.
- Able to design complex underground residential community layouts with multiple redundancy and reliability features.

- Large-scale subdivision and commercial development layouts with load diversity calculations and transformer optimization.
- Integration of complex underground, overhead, and hybrid systems.
- Assist in planning system improvement projects involving feeder reconfiguration, tie points, and automatic switching schemes for reliability.
- Performs advanced pole loading, sag/tension, conductor ampacity, and voltage drop calculations.
- Provides technical review and quality assurance for staking packages prepared by other technicians.
- Serves as a subject matter expert for NEC, NESC, OSHA, state regulations, CVEC standards, and other applicable codes and standards.
- Assists in long-range system planning by identifying areas needing capacity upgrades or reliability improvements.
- Coordinates with external agencies (TxDOT, railroads, municipalities, etc.) for permits and joint-use agreements.
- Oversees contractor staking or construction work to ensure compliance with cooperative standards.
- Trains and mentors Staking Engineer Technician I and II personnel, providing guidance in field techniques, design standards, and safety practices.
- Participates in pre-design and project planning meetings with engineering and operations leadership when applicable.
- Supports storm restoration by assessing damage, identifying hazards, and recommending safe, efficient rebuild solutions.
- Reviews complex right-of-way agreements and easement acquisitions.
- Advises on material specifications and assists in developing construction standards updates.
- Leads post-project evaluations to identify lessons learned and potential design or workflow improvements.
- Participates in advanced training or certification programs to maintain expertise in evolving industry practices and technologies.

Note: Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time

PHYSICAL DEMANDS: Occasionally moves up to 30 pounds above the shoulders, waist-high 30 pounds, the waist to floor 30 pounds, and must be able to carry 50 pounds 10 feet; depth/distance visual ability necessary; movement and physical nature of the job includes activities such as standing, walking, sitting, stooping, bending, reaching, kneeling, crouching; must drive a vehicle; moderate exposure to hazardous environment.

EDUCATION AND EXPERIENCE REQUIREMENTS: High school diploma or equivalent required; vocational-technical or associate degree preferred. Five or more years of utility staking experience or equivalent in staking and/or surveying work required. Must demonstrate advanced proficiency in staking software, field surveying equipment, applicable codes, and cooperative construction standards.