

MARCH 2026



From: Human Resources Department

RE: Job Opening

Department: Public Works- Electric Division

Date: 03/01/2026 - \$500.00 HIRING BONUS

Position: Groundsman Technician

Schedule: Monday-Friday, 7:00 a.m. – 4 p.m.

On-Call Rotation: Required during evenings, weekends, holidays, and during emergency outages or storm response

Salary: Grade 61/ \$41,899.29 annually/\$20.14 per hour with a 5% increase after a successful 6-month probation

Position Overview

The Groundsman Technician is an entry-level position in the Electric Division that provides critical support to line crews during construction, repair, and maintenance of the Town's electrical distribution and traffic signal systems. This position offers a career pathway toward becoming a certified lineman and includes hands-on experience with the tools, equipment, and procedures used by line workers.

Essential Duties and Responsibilities

- Assists linemen by preparing, loading, and organizing materials and tools.
- Operates line construction equipment including digger derricks, tampers, and pulling devices.
- Participates in pole installation, setting anchors, tamping, and backfilling.
- Strings wire, pulls conductors, and handles cable reels.
- Assists with installation and maintenance of traffic signal systems and control cabinets.
- Keeps job sites organized, clean, and stocked.
- Performs traffic control and flagging during line work and outages.

Groundsman Technician – Electric Division

- Conducts pre-trip inspections on vehicles and minor maintenance on assigned equipment.
- Responds to outages and emergencies as part of the division's on-call rotation.
- Complies with all electrical safety standards and procedures in accordance with APPA, OSHA, and NESC guidelines.

Required Knowledge, Skills, and Abilities

- Working knowledge of power line construction materials, safety gear, and hand tools.
- Familiarity with basic traffic signal systems and roadside work safety protocols.
- Ability to follow verbal and written instructions, work at heights, and perform physically demanding tasks.
- Ability to remain calm in high-risk environments and function as part of a coordinated team.
- Willingness to develop lineman and traffic signal technician skills through formal training programs.

Career Path & Training Requirements

- Pole Top Rescue Certification within the first 6 months (5-minute minimum rescue time).
- North Carolina Class A CDL license obtained within 6–12 months of hire.
- IMSA Traffic Signal Technician Level I Certification obtained within 12 months of hire.
- IMSA Traffic Signal Technician Level II Certification obtained within 24 months of hire.
- Siemens Online Quick Step Training in basics of electricity, signal operations, programming, cabinet component identification and other trainings completed as assigned.
- Must complete required modules in the ElectriCities Lineworker Career Development Program or similar approved apprenticeship track.

Failure to meet the training standards within established timeframes may result in disqualification from continued employment in the Electric Division.

Physical and Environmental Conditions

- Work involves heavy physical labor, climbing poles, and working around energized equipment.
- Frequent exposure to extreme temperatures, high-voltage environments, inclement weather, noise, dust, and chemicals.
- Must be able to lift 50+ lbs, kneel, crawl, reach overhead, and work in confined spaces.
- Must wear all assigned PPE, including arc-rated gear, gloves, hard hat, eye protection, and fall protection.
- The job may risk exposure to bright/dim light, dusts and pollen, extreme heat and/or cold, wet, or humid conditions, extreme noise levels, vibration, fumes and/or noxious odors, traffic, moving machinery, electrical shock, toxic/caustic chemicals, disease / pathogens.

Sensory Requirements

- The job requires normal visual acuity and field of vision, hearing and speaking abilities, and depth perception.

Minimum Qualifications

- High school diploma or GED.
- Experience with construction or electrical utility work preferred but not required.
- Must pass a pre-employment drug screening and background check.
- Must reside or relocate within 30 miles of Waynesville town limits within 6 months of hire.

Equal Employment Opportunity & ADA Compliance

The Town of Waynesville is an Equal Opportunity Employer. Reasonable accommodations will be provided in accordance with the Americans with Disabilities Act (ADA). Prospective and current employees are encouraged to request accommodations as needed.

The Town of Waynesville has the right to revise this job description at any time. This description does not represent in any way a contract of employment.

WHY CHOOSE WAYNESVILLE PUBLIC WORKS?

The Town of Waynesville is the largest town west of Asheville, nestled in the heart of the Great Smoky Mountains. With a strong sense of community and a commitment to excellence in public service, our Public Works Department plays a vital role in maintaining and improving the town's infrastructure. We are seeking dedicated professionals to join our TEAM!

We offer rewarding careers with job stability, competitive pay, excellent benefits, and opportunities for professional growth. Whether you're experienced in Public Works or looking for a new career path, we provide the training and support to help you succeed.

Do You Want:

- A career with purpose?
 - A dependable schedule and consistent income?
 - A Work-Life-Balance that values family first?
 - To have opportunities to make additional income?
 - To help protect public health and vital infrastructure?
 - To help over 10,000 residents daily while supporting local business?
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What We Offer

UNIFORMS PROVIDED
COST OF LIVING (COLA)
STATE RETIREMENT
PAID TIME OFF
FREE HEALTH INSURANCE
FREE DENTAL INSURANCE
FREE LIFE INSURANCE
FREE GYM MEMBERSHIP
CAREER TRACKS

OVERTIME OPPORTUNITIES
BOOT ALLOWANCE
WELLNESS INCENTIVES
FREE MENTAL HEALTH
SUPPORT
FREE TELEHEALTH VISITS
COMPETITIVE PAY
LONGEVITY PAY
ON-CALL PAY

Compensation and Benefits

Maximum compensation for this position is \$62,581.50 annually. In addition to competitive compensation, the Town of Waynesville provides a comprehensive benefits package, including between 14 and 26 days of annual leave based on years of public service, 12 paid holidays, and 12 days of sick leave annually.

Full-time employees are eligible for no-cost health, life, and dental benefits. Employees have free access to the Town's Employee Assistance Program and a free gym membership. Retirement savings include membership in the Local Government Employees Retirement System with employer contributions of 14.35% beginning July 1, 2025, and a Town-sponsored 401K benefit with a 5% employer contribution. Participation in the retirement plans is mandatory. For more information about the Town's health benefits, visit waynesvillenc.gov/departments/human-resources/employment.

APPLICATION AND SELECTION PROCESS

Qualified candidates, please submit your [application](#) to Human Resources: bangel@waynesvillenc.gov

This position is open until filled. For more information, please contact 828-456-2028

Interested applicants may submit an application to:
Town of Waynesville,
Brittany Angel, HR Coordinator
Human Resources Department
16 S. Main Street
Waynesville, NC 28786
Or via email to bangel@waynesvillenc.gov
Applications will be accepted until filled.