

## **OPERATIONS MANAGER – SERVICE Novato, CA**

The Service Operations Manager will report to the Republic ITS Area Manager and drive the successful planning and execution of all service operations activities leading to achievement of revenue and profit goals in the Northern California Region.

The ideal candidate will have 10+ years of related experience, including 5+ years in a significant management role. A Bachelor's degree in Business/Management, Construction Management or related field is preferred.

### **Specific Requirements: I. Basic Function**

Leads, manages, and oversees Republic operations activities in the Northern California Region for all service related business. Drives the successful planning and execution of all service operations activities leading to achievement of revenue and profit budgets as well as customer and employee satisfaction goals. This position will manage all service personnel in the Northern California Region either directly or indirectly through project managers and field superintendents reporting to this position. Directs all regional operational activities; ensures the exercising of tight cost control and maximizing price realization, margin, and profit and labor utilization.

**ESSENTIAL DUTIES:**

- Directly supervise Project Managers and Field Supervisors, and work with them to implement long-term growth strategies and plans. Set goals, provide regular feedback, encouragement, and training, meet regularly one on one, and conduct regular performance evaluations.
- Creatively pursue activity that continues and grows Republic ITS' stature as the premier provider of outsourced electrical services to public agencies.
- Develops and maintains personal contact with new and current major customers to maximize opportunities and ensure customer satisfaction.
- Ensures performance of Regional service target agreements and plans including sales forecasts, annual budgets, profit plans, cost control, asset management plans and other financial deliverables based on Regional goals and objectives.
- Engage and motivate sales, operations, and support functions in successful development execution and results achievements. Actively manage work-in-progress by meeting regularly with sales and operations leaders.
- Review monthly financial statements and make course corrections to meet goals.
- Ensure that the Republic ITS field organization is committed to customer satisfaction and profitable growth within the Region.
- Recruit and hire additional personnel as needed, to create a team that is appropriately sized for the business, that achieves Regional financial targets, and that pursues excellence.
- Work through appropriate Human Resource and company channels to provide the tools, training, and work environment that are necessary for Region employees to be successful.
- Ensures that all Region employees work in accordance with established policies, workflow standards, best practices and other initiatives.
- Set the pace for the Region team in character and work product.

## **OPERATIONS MANAGER – CONSTRUCTION & PROJECTS Novato, CA**

The Construction & Projects Operations Manager will report to the Republic ITS Area Manager and drive the successful planning and execution of all service operations activities leading to achievement of revenue and profit goals in the Northern California Region.

The ideal candidate will have 10+ years of related experience, including 5+ years in a significant management role. A Bachelor's degree in Business/Management, Construction Management or related field is preferred.

### **Specific Requirements: I. Basic Function**

Leads, manages, and oversees Republic operations activities in the Northern California Region for all construction or project related business. Drives the successful planning and execution of all construction or project based operations activities leading to achievement of revenue and profit budgets as well as customer and employee satisfaction goals. This position will manage all construction personnel in the Northern California Region either directly or indirectly through project

managers and field superintendents reporting to this position. Directs all regional operational activities; ensures the exercising of tight cost control and maximizing price realization, margin, and profit and labor utilization.

**ESSENTIAL DUTIES:** • Directly supervise Project Managers, Construction and Field Supervisors, and work with them to implement long-term growth strategies and plans. Set goals, provide regular feedback, encouragement, and training, meet regularly one on one, and conduct regular performance evaluations. • Creatively pursue activity that continues and grows Republic ITS' stature as the premier provider of outsourced electrical services to public agencies. • Develops and maintains personal contact with new and current major customers to maximize opportunities and ensure customer satisfaction. • Ensures performance of Regional business target agreements and plans including sales forecasts, annual budgets, profit plans, cost control, asset management plans and other financial deliverables based on Regional goals and objectives. • Engage and motivate sales, operations, and support functions in successful development execution and results achievements. Actively manage work-in-progress by meeting regularly with sales and operations leaders. • Review monthly financial statements and make course corrections to meet goals. • Ensure that the Republic ITS field organization is committed to customer satisfaction and profitable growth within the Region. • Recruit and hire additional personnel as needed, to create a team that is appropriately sized for the business, that achieves Regional financial targets, and that pursues excellence. • Work through appropriate Human Resource and company channels to provide the tools, training, and work environment that are necessary for Region employees to be successful. • Ensures that all Region employees work in accordance with established policies, workflow standards, best practices and other initiatives. • Set the pace for the Region team in character and work product.

## **PROJECT ESTIMATORS**

**(3) positions open: San Rafael, CA, Anaheim, CA and Dallas, TX**

The Estimator will be responsible for identifying traffic signal, street lighting, energy efficiency and related transportation infrastructure projects throughout the designated region of the US to estimate to grow company's revenue and gross profit.

### **Specific Job Duties:**

- Evaluate current backlogs and work collaboratively with Upper Management and Legal review teams to determine which projects to strategically pursue, negotiate the necessary stipulations or exceptions with the potential clients and obtain necessary approvals prior to proposing.
- Communicate directly with vendors, public agencies and private sector clients to obtain material and subcontractor pricing, and help ascertain market conditions.
- Independently perform detailed cost, schedule and sales estimates using MS Excel spreadsheets and other applicable software and send detailed proposals.
- Work collaboratively with purchasing and sales team to obtain materials and subcontractor pricing and to develop strategic alliances and advantages.
- Make recommendations and bid projects at agreed upon gross profit margins that can be met by the implementation team.
- Supervise Administrative staff and build cost efficient and highly successful estimating team.
- Responsible for full and accurate completion and delivery of required bid packages, including collection and fulfillment of qualifications, licenses, bonds, insurance, references, material and vendor information, Buy America requirements, DBE goals, etc. as may be required to meet the Bid or Proposal requirements.

**Required Experience and Abilities:**

- Minimum 5-7 years experience of independently estimating large transportation projects and managing administrative staff.
- Advanced MS Word, Excel, Project, Outlook and related estimating software skills.
- Excellent communications and teamwork skills.
- Ability to travel throughout the designated territory to scope and manage projects.

**COMMERCIAL BUSINESS ANALYST  
Anaheim, CA**

The Commercial Business Analyst is responsible for all financial and commercial activities of a given Region. This position supports the Area Manager and Regional Managers in all commercial aspects of business. Will proactively work with management to maximize results and cash positions. The primary responsibility will be the preparation and consolidation of monthly reports which summarize financial performance and forecasts. Will identify areas for management attention and ensure that short-term and long-range strategic plans and operating budgets are met.

**Specific Job Responsibilities:**

- Successfully defines work flows and reporting relationships to obtain optimum effectiveness.
- Reports status of major projects to senior management / PM@Siemens Reporting.
- Responsible for commercial/contract activities, LoA, pricing, margin calculations, etc.
- In charge of monthly closing task such as analysis of A/R and PoC reconciliation.
- Ensures compliance with budget allocations; maintains accurate spending records and establishes measures for budgetary controls.
- Identifies problems and possible solutions and takes appropriate action to resolve.
- Identifies and communicates internal control issues for assigned area.
- Ensures conformance to FASB requirements and GAAP.
- Defines and reports measures for productivity improvement / PUMA
- Responsible for cycle count process of inventory and calculation of inventory reserve on quarterly basis

**General Requirements****Job Family Responsibilities:**

Advises and partners with management of subject area to drive financial performance against complex goals. Within subject area, responsible for protection of company assets, application of complex control procedures, and financial planning and reporting within stated guidelines and policies. Conducts active risk management within subject area. Facilitates organizational alignment with strategy. Applies advanced analytical techniques which are necessary to gain greater insight and perspective on problems. Makes recommendations based on advanced root cause and alternative solution analysis. Reviews, analyzes, identifies, interprets, and evaluates very complex financial, accounting, cost and trend reports in order to improve the results of the organization. Develops short and long range financial goals and objectives for the business. Manages the organization regarding financial and accounting functions as well as other business segments and recommends improvements in methods, procedures, and content of accounting output, which will increase profits. Guides planning and reporting cycles, including risk management.

**Experience Required:**

- BS/BA in related discipline, or advanced degree.
- 3+ years of successful experience in a directly related field and successful demonstration of Key Responsibilities and Knowledge as presented above.

## **ELECTRONICS TECHNICIAN**

### **Sacramento, CA**

The laboratory electronics technician position is a non-exempt position and reports to the Laboratory Supervisor.

#### **SPECIFIC JOB DUTIES:**

- Assist in documentation and evaluation of unit faults
- Disassemble, re-assemble, wire, equipment and cabinets
- Printed circuit board repair, including surface mount devices
- Monitor repaired signal equipment operation
- Perform automated diagnostic test as required
- Shipping and receiving
- General housekeeping in Lab and Lab warehouse
- Use Excel
- Other duties assigned by Senior Lab Personnel

#### **REQUIREMENTS:**

- A.S. in Electronics Technology or Electrical/Mechanical Technology, or equivalent experience in a Military electronics career field. Digital and Microprocessor courses are mandatory.
- 4 years minimum related experience in component level electronics repair
- Excellent technical foundation with an ability to learn new concepts rapidly
- Excellent soldering skills
- Strong desire to learn and progress in this field
- Must be flexible and operate well in a fast paced and changing work environment
- Must have excellent customer service skills and be able to interact with people on a frequent basis
- Must be team oriented
- Must be able to take direction
- Must be able to lift 50 lbs. and be willing to operate a forklift

## **FIELD POSITIONS**

### **TRAFFIC SIGNAL FIELD SUPERINTENDENT**

#### **Anaheim, CA**

#### **Position Summary:**

This is a field management position responsible for general supervision and coordinating work activities of the Field Construction and Traffic Signal and Street Lighting Maintenance activities. An incumbent in this classification exercises judgment and discretion to effectively complete all maintenance and construction activities within a specified time constraint and within budget; manages and directs field staff to accomplish Company goals and meet contractual obligations.

#### **Typical Duties:**

- Provides supervision, control, coordination, and direct support to field staff.
- Coordinates and administers the repair, testing, and acquisition of equipment, tools, and materials necessary for field work.
- Oversees the budget for field work.

- Assists in defining priorities of field work and in assigning manpower required to accomplish all aspects of maintenance and construction.
- Occasionally takes direct responsibility for completing special assignments, accomplishing critical tasks, and/or coordinating major project activities.
- Oversees and coordinates construction and maintenance activities.
- Sees to the needs for routine inspection of tools, materials, equipment and vehicles.

**Required Skills and Experience:**

- Must possess working experience in traffic signal maintenance\repair, street light maintenance\repair, and excellent knowledge of traffic signal and street light construction.
- At least six (6) years of field experience in increasingly responsible electrical work in a public or private company directly related to traffic signal and street light maintenance and construction.
- Must have three (3) years of supervisory skills to include running jobs and crews.
- Ability to troubleshoot complex field problems and able to decipher diagrams, blueprints and various State\Agency manuals and guidelines.
- Ability to assist with troubleshooting via telephone; with ability to give clear and concise direction.
- Education equivalent to the completion of the twelfth grade; and preferred previous military electrical\electronic training, and or apprenticeship in the trade.

**LEVEL II TRAFFIC SIGNAL TECHNICIAN  
Grand Prairie, TX**

The successful candidate will be responsible for general and preventative maintenance of traffic signals; troubleshooting traffic signal, traffic signal controller and street light problems; and will manage various electrical projects for public and private sector customers. Our traffic signal technicians sometimes act as a liaison to our public agency customers and at all times strive to enhance existing customer relationships.

**Required Qualifications:**

- Minimum 5 years recent, verifiable experience as a traffic signal technician
- IMSA Level II Certification required (or equivalent experience)
- Experience with VMS Master Controller, (will consider Bi Trans Quick Net experience)
- Excellent troubleshooting experience is a must
- Team oriented and customer focused
- Organized and self-directed
- Must have a valid Driver's License and clean driving record
- Must be able and willing to work at heights typically associated with repair, installation, and maintenance of traffic signals

**STREET LIGHT MAINTENANCE ELECTRICIAN  
Fremont, CA**

The Street Light Maintenance Electrician is responsible for preventative maintenance of street lights and troubleshooting of streetlight problems. The street light maintenance technician will sometimes act as a liaison between public agencies and/or private customers, and the corporate office and at all times, and will strive to enhance existing customer relationships.

**Primary responsibilities include but are not limited to:**

- Maintain, repair and install all types of street lighting
- Perform routine maintenance as required
- Perform other duties as required by area supervisor

**Qualifications/Experience/Skills:**

- 5 years recent, verifiable experience as a street light maintenance technician
- IMSA Certification or journeyman electrician certification is required
- Excellent troubleshooting experience is a must
- Team oriented and customer focused
- Organized and self-directed
- Must have a valid driver's license issued by the state in which she/he will report to work, by hire date.
- Must be able and willing to work at heights typically associated with repair, installation, and maintenance of traffic signals and streetlights.

**TRAFFIC SIGNAL CONSTRUCTION GROUNDMAN  
Houston, TX and Grand Prairie, TX**

The Traffic Signal Groundman provides general labor assistance in the following areas associated with the construction of traffic signals:

- Perform all aspects of traffic signal & street light installation and associated activities.
- Perform digging, trenching.
- Assist with wire pulling.
- Pour concrete.
- Installation and maintenance of ground boxes

Applicants must have:

Valid Driver's License and a good driving record (NO DUI's)

Valid Social Security Card

Fluency in English

2-3 + years experience performing similar type of labor

Traffic signal groundman experience highly desirable