

Journeyman Substation Technician

Together, we are Powered with Purpose`

OUR MISSION

Trico is dedicated to making a difference in the communities we serve by providing our Members cost-effective and sustainable energy solutions.

OUR VALUES

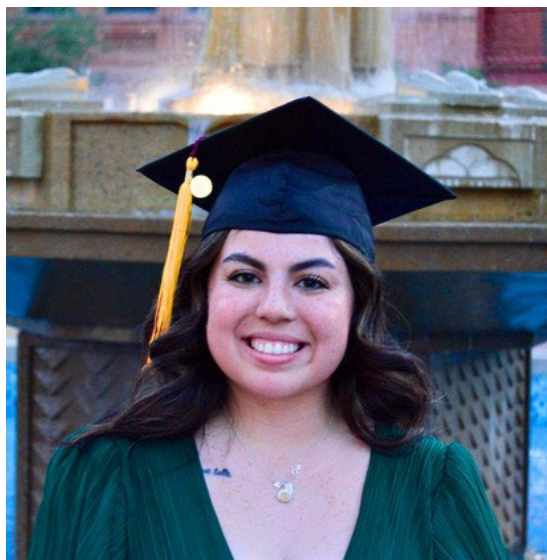
- Service
- Dependability
- Innovation
- Integrity

OUR IMPACT

Founded in 1945 by local farmers and ranchers, Trico Electric Cooperative provides power to more than 46,000 Members in communities surrounding the City of Tucson. As a non-profit electric cooperative, we are governed and owned by the Members we serve, and they depend on us to provide safe and reliable power.

We believe that connection powers our purpose, with the understanding that we can do more together than we can by ourselves. Since 1985, Trico has provided over \$4.44 million in scholarships and grants to Members and local nonprofits.

The impact we make is a collective effort of every Trico employee and Member.



WHY CHOOSE TRICO?



Trico recognizes it's more than just a job and our Members are more than just customers. In addition to competitive salaries and generous benefits, employees are proud to be part of the co-op family because they strongly believe in our mission of delivering safe, affordable and reliable power to those we serve.

We believe our greatest strength is our people. We strive for, promote and foster a workplace where everyone feels a sense of belonging, is treated with respect, and their opinions are valued.

DEIB

Trico values Diversity, Equity, Inclusion, and Belonging (DEIB) and we understand that successful DEIB initiatives are purposeful, thoughtful, and become part of company culture. We have embraced this and are striving to ensure DEIB initiatives are established/embedded in our Strategic Plan. This will allow us to continue and maintain our goal of having a high achieving, diverse workforce.

UNION

Approximately 60 percent of Trico's workforce is represented by IBEW Local 1116. Trico believes that a strong relationship with the Union provides significant benefits for Trico's employees and its Members, and Trico values the Union's efforts to advocate for issues that are important to Trico's employees.

WELLNESS

Trico has a robust employee wellness program, and has received the Process, Progress & Leadership in Worksite Health Promotion recognition from the Wellness Council of Arizona. We have established relationships between our wellness incentive program and our health plan engagement/resources program, including an on-site Health Coach and fitness center.

NON-DISCRIMINATION

Trico provides anti-harassment and non-discrimination training for all Directors and employees at all levels throughout the cooperative. We are dedicated to creating an environment where Members, employees, and the public can feel safe, welcome and able to contribute to Trico's mission.



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I love that Trico is always exploring innovative ways to increase member and employee satisfaction.

- Sabrina English,
Information Systems
Specialist

5 years at Trico



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When researching Trico, it felt like I was checking all the boxes on my want list. I'm so excited I joined the team and I look forward to continue contributing to Trico's success.

- Mirna Oldham, Senior
Financial Analyst

1 year at Trico



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Advancements in the electric industry mean there will always be challenging work at Trico and opportunity for a lasting career in any number of fields. I thank Trico for investing in me and for helping make my efforts feel productive and meaningful.

- Frank Gonzales, Distribution Engineer
45 years at Trico



THE OPPORTUNITY

JOB PURPOSE

The Journeyman Substation Technician performs operation, repair, installation, testing and routine maintenance of high voltage substations including batteries, chargers, protection relays, motorized and non-motorized switches, pad mount and overhead voltage regulators, reactors, capacitors, and fiber optic communication. This position will test and perform periodic maintenance and repair of substation oil-circuit reclosers, power transformers and install, operate, and maintain SCADA equipment and associated devices. This position works with the members of the Technical Services section, other departments and assists other classifications as directed within the scope of their qualifications.

KEY RESPONSIBILITIES

1. Inspects, repairs and calibrates all substation equipment including transformers, circuit switches, regulators, capacitors, feeder circuit breakers, reclosers, motor operators, battery chargers, control equipment, utilizes electrical schematics, technical manuals, and all associated software programs.
2. Installs and tests all cooperative owned substation overcurrent protection relays and reclosers in the shop, substation, and field, verifies and reports test results to appropriate personnel.
3. Installs, repairs and troubleshoots Remote Terminal Units (RTU), SCADA Control, AC and DC wiring and fiber optic communications on existing and new substation equipment.
4. Performs oil sampling for equipment for testing and analysis, completes and maintains pertinent paperwork/records.
5. Performs monthly/quarterly substation and regulator inspections and requests or recommends maintenance, repairs and/or improvements. Will also perform power quality investigations.
6. Performs setup, operation, testing and maintenance of mobile substations, equipment, control wiring, and voltage regulators. Plans jobs and requests or recommends maintenance and or improvements.

CANDIDATE PROFILE

1. A high school diploma or equivalent with the completion of a formal Journeyman Apprenticeship Program or a minimum of 5 year's work experience as a Substation Technician or in an acceptable technical field.
2. Valid Driver's License and the ability to acquire a DOT Medical Card
3. Must be able to read, understand and draw electrical schematics (one-line and three-line diagrams).
4. Knowledge of system map books, and electric distribution system layout, system substation capacities and load areas, substation circuit feeds and general system sectionalizing.
5. Previous experience working with energized substations.
6. Ability to work with minimal supervision and work overtime hours as needed, including on-call duty.

HOW TO APPLY

To apply, please submit your application and resume on our website. For the complete job description and application, please visit our website at www.trico.coop/careers.

COMPENSATION

COMPENSATION

The hourly wage for this position is **\$54.15 - \$57.00** commensurate with experience.

Trico offers full-time employees with:

- 401(k) retirement plan with employer match. Eligible after 30 days with full vesting, with Trico contributing 4.00_% of salary for non-classified employees and 4.25% of salary for classified employees.
- Pension plan information [here](#)
- Health insurance: Trico has a robust medical insurance plan for employees and their families.
- Dental and vision insurance
- Life insurance: Trico covers 100% of the employee premium and offers supplemental insurance.
- Long-Term disability: Trico covers 100%
- 88 hours of holiday pay, and MTO/ Catastrophic Leave
- A flexible work environment that supports a healthy work/life balance with hybrid work options available for some positions.

TOTAL REWARDS

Trico offers an outstanding total rewards package to meet employees' health and wellness needs, promote professional development and career growth opportunities, recognize performance, and provide retirement resources.

Health & Wellness

- Medical
- Dental
- Vision
- Life Insurance
- Long-term disability
- Employee Assistance Program
- Wellness Program
- Fitness center

Financial

- Base pay 401(k) Plan
- Pension Plan
- Supplemental insurances
- Flexible Base pay
- 401(k) Plan Pension Plan
- Supplemental insurances Flexible

Culture

- Member owned and mission-driven
- Rewarding work
- Collaborative
- Diversity, Equity, Inclusion, Access, Belonging
- Alternative work arrangements available if applicable

Training

- Tuition assistance
- Training opportunities
- Apprentice Programs
- Emerging Leaders Program

