Fiber Optics Technician Career Pathway

**Fiber Optics Technician Level 1**
- Entry Level
  - $49K-65K
- Mid Level
  - $58-70K
- Mid Level +
  - $75-80K
- Senior Management
  - $80K-110K

**Fiber Optics Technician Level 2**
- Fiber Optics Tech Level 2
- Advanced Fiber Splicer
- Lead Technician

**Mid Level**
- Project Manager
- Fiber Splicer Construction Foreman
- Operations Field Supervisor

**Mid Level +**
- Director of Program Management
- Director of Construction and Engineering
- Director of Field Operations

**Senior Management**
- Director of Field Operations

**Technical Training Options**
- CTE
- Apprenticeship
- In-house training
- Community College certificate program
- Certificate Program
- Community College degree program
- Industry Certification
- 4-year degree
- Experience
- 4-year degree +
- Internal Promotion
- Experience

**Salary Range**
- Entry Level: $49K-65K
- Mid Level: $58-70K
- Mid Level +: $75-80K
- Senior Management: $80K-110K

**Requirements**
- Technical training; Associates Degree desired
- 2+ years experience; Associates degree or equivalent experience desired
- 4+ years experience; Associates degree or equivalent experience desired
- 6+ years experience; BS/BA desired.
Telecom Tower Technician Career Pathway

Entry Level $45K-55K

- Tower Technician
  - Telecom Tower Construction Lead
  - Telecom Tower Antenna and Line Lead
  - Telecom Tower Maintenance & Conditions Lead
  - Field Technician

Mid Level $60K-70K

- Mid Level
  - Telecom Tower Construction Foreman
  - Telecom Tower Antenna and Line Foreman
  - Telecom Tower Maintenance/Conditions Foreman
  - Senior Field Technician

Mid Level + $70K-80K

- Construction Management
  - Telecommunications Operations Manager
  - Senior Field Engineer
  - RF Engineer Level 1

Senior Management $80K-110K

- Technical training; Associates Degree desired
- 2+ years experience; Associates degree or equivalent experience desired
- 4+ years experience; Associates degree or equivalent experience desired
- 6+ years experience; BS/BA desired.

• CTE
• Apprenticeship
• In-house training
• Community College certificate program
• Certificate Program
• Community College degree program
• Industry Certification
• 4-year degree
• Experience
• 4-year degree +
• Internal Promotion
• Experience
RF Engineer Career Pathway

**Entry Level:**
- Cellular Drive-Test Technician I & II
  - CTE
  - In-house training

**Mid-Level:**
- Drive Test Data Engineer
  - In-house training
  - Community College certificate program
  - Certificate Program

**Mid Level +**
- Radio Frequency (RF) Engineer I & II
  - 4-year degree
  - Experience

**Mid Level +**
- Sr. RF Deployment Engineer
  - Industry Certification
  - 4-year degree
  - Experience

**Senior Level:**
- Radio Frequency (RF) Engineer I & II
  - 6+ Years of Experience
  - MS/MBA required

**Salary Ranges:**
- Entry Level: $45K-$62K
- Mid-Level: $55K-$65K
- Mid Level + $65K-$75K
- Mid Level + $75K-$85K
- Senior Level >$120K

**Technical Training Options:**
- Technical training; Associates Degree desired
- 2+ years experience; BS/BA degree or equivalent experience required
- 4+ years experience; BS/BA degree or equivalent experience required
- 6+ years experience. MS/MBA desired.
Utility Construction Installer Career Pathway

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Entry Level
$45K-65K

Mid Level
$65K-80K

Mid Level +
$75K-90K

Senior Management
$90K-125K

Utility Construction Installer
Underground/Overhead

Lead Installer

Superintendent

Project Manager

General Foreman

Director

Senior Project Manager

• High School/GED; Entry level technical training, OJT
• High School/GED; 2+ years experience; Advanced Technical Training
• 3+ years experience; Leadership Training; Management Training; PMP certification
• 6+ years experience; Advanced Leadership Training; Senior Management Training

Entry Level

Mid Level

Mid Level +

Senior Management

CTE
• In-house training
• Apprenticeship

Apprenticeship

In-house training
• Community College certificate program
• Certificate Program

Community College degree program
• Industry Certification
• Experience

Internal Promotion
• Experience
• IHE Construction Management Credential