

## Manager Distribution Right of Way

Ready to keep the lights on and the trees in check? At our rural electric cooperative, we don't just power homes – we power communities. As Manager Distribution Right of Way, you'll be a driving force behind a safe, efficient, and well-maintained electric distribution system that keeps our members connected. From overseeing crews to managing vegetation programs, your leadership will help ensure that the heartbeat of rural living – electricity – never skips a beat. If you're passionate about service, safety, and teamwork, this is your chance to make a real impact.

A high school diploma is essential with six (6) years' line clearance/vegetation management experience. Three (3) years' supervisor/management experience in a utility service operation is preferred. A combination of education, training, and experience may be substituted when competency in the role is demonstrated. A full job description is provided below.

Pay range and benefits offerings include:

- Starting annual pay range \$92,799 - \$113,421
- Paid vacation and sick leave
- 8 holidays per year
- Medical, prescription drug, dental, life insurance and long-term disability plans
- Retirement plan
- Health Savings Account and tax-free expense account for dependent care
- Resources that provide support and promote physical, emotional, social and financial well-being

Interested parties should complete the application form found on this page and submit or mail, along with a current résumé to:

Freeborn Mower Electric Cooperative  
Attn: Human Resources  
PO Box 611, Albert Lea, MN 56007

**DEADLINE TO APPLY: Friday, March 6, 2026**

*Freeborn Mower Electric Cooperative is an equal opportunity provider and employer.*

# Manager Distribution Right of Way

## Objectives

Manage and supervise the daily maintenance of the electric distribution system and Vegetation Management Program ensuring that member requests are handled in the most efficient manner according to established policies and procedures.

Reports to: Director of Engineering & Operations

## Responsibilities

These examples illustrate the various types of work performed in this position. The omission of specific duties does not exclude them if the work is similar, related, or a logical assignment to the position.

- Conduct and document daily morning job briefings with assigned crews
- Update and schedule the annual pole inspection program as required by RUS
- Create service orders for reject pole changeouts
- Create daily, weekly and monthly work schedules for all assigned crews
- Perform weekly crew observations with FMEC and contract tree crews
- Work with the Director of Engineering & Operations to manage the Vegetation Management Program
- Update and maintain the Tree Trimming Schedule
- Maintain relationship with tree contractors including annual RUS document requirements
- Assign all tasks (Work Queue) to the appropriate personnel
- Schedule annual training for assigned crews
- Ensure all safety rules are being followed
- Handle calls and complaints from members on trimming issues, outages, damaged property, etc.
- Schedule trimming requests with members
- Work with Manager of Operations to schedule and maintain annual tool and truck inspections
- Approve timesheets

## Position Requirements

### Education

High school diploma is essential with six (6) years' line clearance/vegetation management experience. Up to three (3) years' supervisor/management experience in a utility service operation. A combination of education, training, and experience may be substituted when competency in the role is demonstrated.

### Abilities and Skills

- Must be able to balance multiple priorities, be self-motivated and complete projects with minimal supervision.

- Ability to direct the work of others.
- Ability to communicate effectively with consumers and employees.

### Physical Characteristics

Must have the physical ability to perform the essential functions of this position with or without reasonable accommodations and must present a neat, businesslike appearance.

### FLSA Status

This is a non-union position and is exempt under the Fair Labor Standards Act (FLSA). This position is full-time with a minimum of 40 hours per week.

### Physical Demands

#### Activity - Percentage of Time

Bending	0	10	<b>20</b>	30	40	50	60	70	80	90	100
Squatting	0	<b>10</b>	20	30	40	50	60	70	80	90	100
Crouching	0	<b>10</b>	20	30	40	50	60	70	80	90	100
Pushing/Pulling	0	<b>10</b>	20	30	40	50	60	70	80	90	100
Reaching above shoulder level	0	<b>10</b>	20	30	40	50	60	70	80	90	100
Sitting	0	10	20	30	40	<b>50</b>	60	70	80	90	100
Standing	0	10	20	30	<b>40</b>	50	60	70	80	90	100
Twisting	0	<b>10</b>	20	30	40	50	60	70	80	90	100
Walking	0	10	20	30	<b>40</b>	50	60	70	80	90	100

#### Must Be Able To - Percentage of Time

Reach Overhead	0	<b>10</b>	20	30	40	50	60	70	80	90	100
Consistently move on your feet	0	10	20	30	40	<b>50</b>	60	70	80	90	100
Wear PPE	0	<b>10</b>	20	30	40	50	60	70	80	90	100
Climb Ladders	0	<b>10</b>	20	30	40	50	60	70	80	90	100
Lifting in Awkward Positions	0	<b>10</b>	20	30	40	50	60	70	80	90	100

#### Lifting

#### From Floor

#### From Waist

#### Overhead

Up to 10 lbs.	Frequently	Frequently	Frequently
11 - 24 lbs.	Occasionally	Occasionally	Rarely
25 - 34 lbs.	Rarely	Rarely	Rarely
35 - 50 lbs.	Rarely	Rarely	Rarely
51 - 75 lbs.	Rarely	Rarely	Rarely

#### Carrying

#### Distance

#### Hours/Day

Up to 10 lbs.	150 ft	1	Frequently
11 - 24 lbs.	100 ft	1	Occasionally

25 - 34 lbs.	10 ft	0.25	Rarely
35 - 50 lbs.	10 ft	0.25	Rarely
51 - 75 lbs.	10 ft	0.25	Rarely

<b><u>Pushing/Pulling</u></b>	<b><u>Distance</u></b>	<b><u>Hours/Day</u></b>	
Up to 10 lbs.	50 ft	1	Occasionally
11 - 24 lbs.	50 ft	1	Occasionally
25 - 34 lbs.	10 ft	0.25	Occasionally
35 - 50 lbs.	10 ft	0.25	Rarely

<b><u>Simple Grasping</u></b>	Right Hand	Yes
	Left Hand	Yes

<b><u>Firm Grasping</u></b>	Right Hand	Yes
	Left Hand	Yes

<b><u>Pushing/Pulling</u></b>	Right Hand	Yes
	Left Hand	Yes

<b><u>Fine Manipulation</u></b>	Right Hand	Yes
	Left Hand	Yes

<b><u>Repetitive Movements</u></b>	Right Hand	Yes
	Left Hand	Yes
	Right Foot	Yes
	Left Foot	Yes

<b><u>Work Environment</u></b>	
Outside	Rarely
Inside	Frequently
Air Conditioned	Frequently
Smoke-Free Area	Frequently
Fumes	Rarely
Ground Level	Frequently
Use of Stairs	Rarely
Work in dusty conditions	Rarely
Work with computers	Frequently
Work with other persons	Frequently
Work with member	Rarely