The Broadband Manager/Operations Manager oversees the organizational processes, with an emphasis on the broadband and fiber optic projects. This position will be responsible for the strategic development of broadband network designs and will work with the tribe, subject matter experts, and stakeholders to create impactful networks that will create business opportunities and quality of life improvements.

The Broadband/Operations Manager will track the processes and make recommendations to the General Manager/ Field Manager for improvements. This position will have primary oversight of broadband projects, tracking budgetary and timeline compliance. The Manager will be a key piece of the leadership team and will be expected to communicate both within the team and with others in a professional, concise, and meaningful manner.

KEY RESPONSIBILITIES/ESSENTIAL FUNCTIONS:
The major responsibilities of this position include, but are not limited to:

Broadband Project Leadership and Management
The Broadband Manager is the leader in broadband network development. This position will work closely with partners, the tribe, and stakeholders to develop the relationships that can drive project success. The position will provide new network designs and products to provide additional revenue and decrease costs. The Manager will coordinate network solutions to meet challenges of technological, regulatory, and competitive conditions. A key role will be the creation and management of relationships associated with the projects, as well as the necessary negotiations leading to project completion. Communication with the tribe, the General Manager, and all stakeholders is a critical responsibility for this role. The Broadband Manager will serve as the technical resource in evaluating and planning of broadband projects.

The Manager will understand the requirements for network design elements providing both middle mile and last mile access services into the network, as well as Fiber to the Home.

This position will manage the service contracts with providers on existing networks and maintain those business connections.

Team Leadership
The Broadband/Operations Manager will be a key member of the broadband team, with input on strategic planning, budgeting, staffing, and all aspects of operations. The Broadband/ yOperations Manager is responsible for making sure the daily operations occur timely, safely, and efficiently. In conjunction with the General Manager, evaluate the operations with an eye toward continuous improvement. The position will lead and coordinate staff to ensure excellent customer service and mission compliance.

Resource Development
The Broadband/Operations Manager, in conjunction with the General Manager, is encouraged to drive key results in resource development; to identify, cultivate and supervise grants toward broadband and other projects; to establish partnerships to ensure adequate resources are in place for mission accomplishment.

Economic Development
The Broadband/Operations Manager must support and grow the economic development mission, including but not limited to, land development, shipping and manufacturing programs, tenant leasing, entrepreneurship, and broadband programs.

MINIMUM EXPERIENCE/POSITION REQUIREMENTS
• 3+ years' experience working with fiber networks, with a preference for experience designing and configuring optimal fiber networks.
• Bachelor's degree or equivalent experience in applicable field
• 5+ years of progressively responsible work experience at a level that required supervision or management of projects and/or programs. Experience withTribal/ municipal government practices is a plus.
• Professional ability to communicate across all types, including advanced skills in writing, public speaking, listening, persuading, and facilitating.
• Experience in developing partnerships, building teams and resolving conflict.
• Must demonstrate a high level of intelligence and intellectual curiosity with a desire to explore new ideas and innovative approaches to solving complex problems.
• Possession of or ability to obtain a valid driver's license.
• All applicants must be able to successfully pass a background check and drug test.

The Broadband/Operations Manager has high integrity, a long-term strategic perspective, a strong sense of accountability, and the ability to get things done with passion and good judgment. They will have a fair and thoughtful approach to management with flexibility and courage needed to shift direction and experiment with new initiatives. They will possess excellent verbal and written communication skills, have a high energy level and great people skills.

CORE COMPETENCIES REQUIRED FOR THIS POSITION

- Strong Leadership: Leadership is a key project management competency. This manager is often responsible for leading project teams, making it essential for them to have strong leadership skills. Leadership includes:
- Motivating team members: One of the key responsibilities of leaders is motivating their teams. Therefore, it's important for leaders to understand motivation strategies and how each of their individual team members are best motivated.
- Giving and receiving feedback: Leaders often give feedback to team members to help them improve, but good leaders also take feedback from their team members. The process of giving and receiving feedback can help leaders solve problems within a project, spot risks and help team members succeed.
- Keeping projects on schedule: Leaders are responsible for monitoring the progress of a team, which can help keep projects on schedule. Managers who have leadership

characteristics understand the tasks and roles involved with their projects so they can keep their projects on track.

- Showing a vision: Good leaders have a leadership vision. Managers should express a vision for a project that gives clarity and inspiration to everyone involved with the project.
- Delegation: Leaders should be willing to delegate tasks to other team members when they need to so that important tasks get done, giving the leader more time to focus on other responsibilities. This can help maintain productivity and keep a project on schedule.
- Conflict resolution: When people disagree about projects, it's important for the project manager to play a role in resolving the conflict, which involves skills in listening, communication and mediation.
- Effective Communication: Communication is one of the most essential competencies for managers. Project managers communicate frequently with a range of people, including their team and project stakeholders. Therefore, it's crucial for leaders to know how to communicate well with a wide variety of people.
- Negotiation Skills: Negotiation skills are also important for project managers. Often, project leaders are responsible for negotiating budgets, project scopes, resource allocation and other elements of projects. Good negotiation involves strong communication and persuasion skills.
- Risk Management: An understanding of risk management is also important for project managers. Skills in risk management can help project managers spot project risks and respond to them before they cause problems. This can be essential to completing projects safely and without errors.
- Organization and Planning Skills: The ability to create plans and schedules is another project management competency. One of the essential job duties of a project manager is creating a thorough project plan. Typically, project management plans include goals, tasks, metrics, deadlines and other elements.
- It's important for project managers to possess skills in planning so they can design effective, realistic project management plans. Additionally, to keep projects on track, project managers need good scheduling skills. They should know how to schedule tasks to meet deadlines without overwhelming their teams.
- Technical Expertise: The Broadband/Operations Manager demonstrates technical expertise on broadband issues to ensure the network is a trusted leader, especially in the field of broadband growth and management.