



OUTSIDE PLANT (OSP) CONSTRUCTION MANAGEMENT LEAD

Reports To: Chief Economic Development Officer

Location: Sacramento, California (Some travel may be required)

About the Organization:

Golden State Connect Authority (GSCA) is a leading open access, fiber network operator dedicated to expanding broadband access in underserved communities in rural California. By partnering with municipalities, contractors, and rural stakeholders, we deliver reliable, scalable networks that empower local residents and businesses. As a wholesale provider, we enable Internet Service Providers (ISPs) to offer exceptional service to their communities through our Open Access network.

GSCA's Operational Partner is UTOPIA Fiber, the largest open access, fiber network administrator in the U.S. This position will work with and support the UTOPIA Fiber OSP Construction Management Team.

Position Overview:

The Outside Plant (OSP) Construction Management Lead will play a critical leadership role in the design, construction, and delivery of fiber networks in underserved markets across seven project areas in multiple rural counties in California, coordinating closely with executive teams of both Golden State Connect Authority and UTOPIA Fiber. Reporting directly to the Chief Economic Development Officer, this individual will support the UTOPIA Fiber Project Team and oversee all aspects of OSP construction, working closely with external engineering firms, contractors, and internal teams to ensure the network is delivered on time, within scope, and under budget. This position requires a collaborative leader who can navigate complex projects, manage diverse stakeholders, and maintain the organization's commitment to quality and excellence. This role also includes engaging with local municipalities to ensure communication about the project and compliance with local rules is always on point.

Key Responsibilities:

1. **Project Leadership:**
 - Serve as the primary OSP construction leader in California, coordinating between Golden State Connect Authority, UTOPIA Fiber, and other stakeholders (internal and external).
 - Support UTOPIA Fiber in the planning, execution, and delivery of OSP fiber network projects in California's underserved rural communities.
2. **Vendor and Contractor Management:**
 - Support UTOPIA Fiber in the management of relationships with external OSP engineering firms and general contractors responsible for fiber trenching, boring, and construction.
 - Ensure contractors meet project timelines, quality standards, and budget requirements.
3. **Collaboration with Internal Teams:**
 - Partner with the UTOPIA Fiber GIS team to validate and maintain accurate project mapping and network documentation.
 - Support UTOPIA Fiber OSP Construction Team by working closely with OSP inspectors to ensure construction quality meets organizational standards.
 - Collaborate with the operations team to coordinate the installation of network hut and cabinet electronics and facilitate a smooth handoff of the network to production for ongoing management.

4. **Financial Oversight:**
 - In support of UTOPIA Fiber OSP Construction Team coordinate with the finance team to develop and manage project budgets, ensuring construction stays at or under budget.
 - Monitor and report on project financials, identifying and mitigating cost overruns or inefficiencies.
5. **Compliance and Standards:**
 - Ensure all construction activities comply with local, state, and federal regulations, as well as organizational policies and standards.
 - Drive continuous improvement initiatives to enhance efficiency and quality in OSP construction processes.
6. **Stakeholder Engagement:**
 - Communicate regularly with the Executive Director and other executive team members, providing updates on project status, risks, and opportunities.
 - Represent the organization in interactions with municipalities, elected county/city officials, community stakeholders, and other external partners as needed.

Qualifications:

- **Education & Experience:**
 - Bachelor's degree in Construction Management, Civil Engineering, Telecommunications, or a related field.
 - 10+ years of experience in OSP fiber network construction, with at least 5 years in a leadership or management role.
- **Technical Expertise:**
 - Deep understanding of OSP design, engineering, and construction processes, including fiber trenching, boring, splicing, and testing.
 - Familiarity with GIS systems, network mapping, and related tools.
 - Knowledge of fiber network electronics and handoff to operations.
 - Experience with permitting projects.
- **Leadership & Communication:**
 - Proven ability to lead and manage cross-functional teams in a fast-paced environment.
 - Exceptional communication and stakeholder management skills, with the ability to coordinate across internal and external teams.
- **Budget & Financial Management:**
 - Experience developing and managing multi-million-dollar project budgets, with a track record of delivering projects on time and under budget.

Preferred Qualifications:

- Experience working with Open Access fiber networks.
- Knowledge of California regulatory requirements for fiber network construction.
- Master's degree in a related field or PMP certification.

Key Competencies:

- Strategic thinker with strong problem-solving skills.
- Detail-oriented and results-driven.
- Strong interpersonal and relationship-building skills.
- Ability to manage multiple projects simultaneously and adapt to changing priorities.

Compensation:

This is a senior leadership role with a competitive compensation package, including salary and California Public Retirement System (CalPERS) benefits.

Salary Range: \$175,000 to \$250,0000

To be considered:

Please submit cover letter and resume to the attention of Barbara Hayes at bhayes@rcrcnet.org no later than Friday, March 7, 2025. A team comprised of representatives of Golden State Connect Authority and UTOPIA Fiber will review submitted materials and conduct interviews. All initial interviews will be conducted virtually. It is anticipated that interviews will take place during the last two weeks of March 2025.