



# Palau National Communications Corporation (PNCC) Vacancy Announcement

It is the policy of Palau National Communications Corporation (PNCC) that qualified Republic of Palau Citizens be given **EQUAL EMPLOYMENT OPPORTUNITY** for employment consideration, with other country nationals utilized in positions for which qualified Republic of Palau Citizens are not available.

<b>Open Date:</b>	<b>April 16, 2017</b>	<b>Close Date:</b>	<b>April 28, 2017</b>
<b>Position Title</b>	<b>Cable Splicer, Level 1</b>		
<b>Salary Range</b>	<b>C4 @ \$6.77 - \$7.48 p/h</b>		

## **JOB OBJECTIVES:**

1. Assist a skilled Telecom Cable Splicer to ensure the highest-standard connectivity of PNCC telecommunications networks for customers.
2. Contribute to optimize customer satisfaction in a manner consistent with PNCC Strategy by performing assigned and routine tasks in a timely and flawless manner.
3. Be compliant with Our Values so that not only customers, but also employees of PNCC feel happy to do transactions with you.

## **KEY DUTIES AND RESPONSIBILITIES:**

Cable Splicer I is required, but not limited, to fulfill the following duties and responsibilities. In the case where activities not covered herein become questioned, determine whether Cable Splicer I should undertake such activities jointly with the supervisor, based on the points delineated in the above "Job Objectives."

## **[EXPECTED ACTIVITIES & ACHIEVEMENTS]**

- Understand fully the value of each PNCC product/service.
- Understand strategic imperatives and translate them into what to be done in the field of Cable Splicing Services.
- Set yearly objectives and goals: Through discussions with the supervisor, define your personal objectives and goals for the coming twelve months to better-serve customers in accordance with the strategic imperatives.
- Perform basic work requiring the knowledge and application of basic elements of the trade in a flawless manner. Work assignments range from simple to moderately complex. Such operations include, but not limited to ,the following.
  - Receive on-the-job training in the principles, practices, concepts, methods, techniques, work procedures, etc., fundamental to the agency and trade.
  - Assist a higher level cable splicer in splicing terminating and maintaining aerial and underground cables, including fiber-optic cables. Assists by performing a variety of

activities such as joining ends of multiple-conductor cables used in telephone systems; identifying and counting groups of cable pairs and preparing the groups for splicing or termination ;testing cables to locate problem area(s);opening cables to repair or replace defective sections; closing and sealing cables by utilizing appropriate splicing techniques; and maintaining cable air pressure by ensuring that all splice closures and termination points are airtight and free of moisture. Ties or terminates cables to protector devices and the main distribution frame at the central office; laces cable to the cable vault; and splices into central office cable. Supports cable, splice closures, and distribution stubs as necessary. Climbs poles and transfers customer's services from one cable and/or terminal to another. Tends to gasoline engine while pumping water/air from underground conduit tunnels; cuts lead tubing with hacksaw to form cover over splicer activities; wipes lead and plastic sleeves to insure insulated and moisture proof connections.

- Contribute to quality services. Assist in troubleshooting duties relating to cable splicing and etc.
- May be required to operate a vehicle to transport materials.
- Attend training sessions and demonstrations.
- Evaluate your activities on a PDCA (Plan-Do-Check-Action) basis: Evaluate whether your activities are effective enough in the context of the personal objectives and goals. If not, identify the reasons, and rectify them accordingly and timely. If necessary, obtain help from Plant Operation Manager.
- Work under the immediate supervision of a skilled plant cable splicer who explains work assignments and review completed work for accuracy and propriety. Receive detailed instructions when given initial assignments but as the employee's knowledge, skills and abilities increase in the field of work, supervision is relaxed with respect to the performance of familiar/routine work assignments; and increasingly difficult assignments are made for training/developmental purposes

#### **QUALIFICATION REQUIREMENTS:**

##### **EDUCATION AND EXPERIENCE:**

Minimum high school graduation. Preferably, graduation from an accredited two-year college. One (1) year work experience as an apprentice or helper under a skilled cable splicer worker; or related work experience.

##### **LICENSES AND OTHER REQUIREMENTS:**

Possession of a valid Republic of Palau's driver's license.

##### **HOW TO APPLY:**

EMPLOYMENT APPLICATION FORMS ARE AVAILABLE AT THE PNCC HUMAN RESOURCES OFFICE LOCATED IN NGERUSAR, AIRAI STATE AND THE PNCC KOROR BUSINESS OFFICE (KBO) LOCATED IN DOWNTOWN KOROR ACROSS FORMER PALAU NATIONAL CONGRESS BUILDING OR SEND RESUMES TO THE FOLLOWING ADDRESS:

HUMAN RESOURCES OFFICE  
PALAU NATIONAL COMMUNICATIONS CORPORATION  
P.O. BOX 99 – ONE AIRPORT ROAD  
KOROR, REPUBLIC OF PALAU 96940

FOR FURTHER INQUIRIES, PLEASE CONTACT PNCC HR OFFICE @ 587-9075 OR 587-9000 EXT. 251/252/285 OR Email: [pnchrmd@palaunet.com](mailto:pnchrmd@palaunet.com)