



## POSITION DESCRIPTION

### **Traffic Signal Technician Intern Employed by Gades Sales Company Inc.**

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#### **Position Summary**

The Traffic Signal Technician Intern at Gades Sales Company (GSC) is an entry-level developmental position designed to provide structured field training in traffic signal installation, maintenance, and safety practices.

This position works under the direct and constant supervision of an IMSA Level II or Level III Technician and must be successfully completed before the Intern can progress into the Apprentice program at Gades Sales Company Inc. and is not authorized to perform independent technical work in this stage of employment.

The primary objective of this role is to:

- Gain foundational field experience in traffic signal operations
- Successfully obtain IMSA Work Zone Temporary Traffic Control (TTC) Certification
- Develop the skills and competencies necessary to qualify for IMSA Traffic Signal Technician Level I
- Complete described course work at their own expense at Hutchinson Community College

This is a training-focused role intended to build safe work habits, technical awareness, and industry knowledge.

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**Department:** Traffic / Signal Field Operations

**Reports To:** Traffic Signal Maintenance Supervisor  
(Field supervision provided by Level II or Level III Technician)

**FLSA Status:** Non-Exempt/Part-time less than 30 hours (24 hours a week will be the typical workload – three 8 hour days) a week unless preapproved for full-time employment with GSC.

**Location:** Field operations across Gades Sales Company territory: Kansas, Missouri, Oklahoma, Colorado, Utah, Wyoming, and New Mexico

Travel may be required.

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## **Primary Training Objectives**

During this apprenticeship period, the Intern will:

- Learn safe work practices in active roadway environments
  - Become familiar with traffic signal components and terminology
  - Assist in basic installation and maintenance tasks
  - Develop understanding of MUTCD and work zone standards
  - Prepare for and pass the IMSA Work Zone TTC certification exam
  - Begin documenting field experience toward IMSA Level I eligibility
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## **Essential Duties and Responsibilities**

### **1. Field Assistance**

- Assist Level II or Level III technicians in installation, maintenance of traffic signal systems, and assembly/wiring of traffic signal cabinets.
- Help with basic wiring, staging equipment, and material handling
- Observe and assist with cabinet inspections, signal head replacements, and detection system installation
- Transport tools, materials, and equipment to job sites

### **2. Safety Support**

- Follow all work zone traffic control procedures
- Assist in setup and removal of temporary traffic control devices
- Use personal protective equipment (PPE) at all times
- Maintain clean and organized job sites

### **3. Equipment Handling**

- Learn proper use of hand tools and basic power tools
- Maintain and clean tools and equipment
- Report damaged tools or unsafe conditions immediately

#### **4. Documentation and Learning**

- Maintain a training log of field activities
  - Participate in safety meetings and toolbox talks
  - Complete assigned training modules
  - Study materials necessary to pass IMSA Work Zone certification
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#### **Limitations of Role**

The Intern:

- May not perform unsupervised electrical work
  - May not independently troubleshoot signal systems
  - May not program or modify signal timing
  - Must remain under direct supervision when working in energized cabinets or live intersections
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#### **Minimum Qualifications**

- High school diploma or GED (or currently enrolled)
  - Valid driver's license with acceptable driving record
  - Ability to work outdoors in varied weather conditions
  - Ability to lift up to 50 lbs.
  - Willingness to travel within company territory within constraints as a part-time employee
  - Strong desire to pursue career in traffic signal technology
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#### **Preferred Qualifications**

- Enrollment in electrical, electronics, or technical trade program at Hutchinson Community College
  - Basic knowledge of hand tools and construction safety
  - Prior construction or roadway work experience
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#### **Required Certifications (Within 6–12 Months of Hire)**

- **IMSA Work Zone Temporary Traffic Control (TTC) Certification**
- OSHA 10-hour (if required by state or company policy)

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## Key Competencies

- Strong commitment to safety
- Willingness to learn and accept coaching
- Ability to follow detailed instructions
- Dependability and punctuality
- Team-oriented mindset
- Demonstrates the ability to solve problems

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## Work Environment

- Outdoor work on active roadways
- Exposure to traffic, noise, weather, and electrical equipment
- Frequent travel to job sites across multiple states

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## Physical Requirements

- Ability to stand, walk, bend, and climb
- Manual dexterity for tool handling
- Visual and auditory awareness for safety in traffic environments

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## Career Progression Path

Level	Requirements
Intern	Field training + Pass IMSA Work Zone TTC
Level I/ Apprentice	1 year experience + Pass IMSA Level I exam
Level II/ Apprentice	Level I + 2 years field experience
Level III	Level II + 5 years' experience + Advanced certification

Successful completion of the apprenticeship phase and required certifications may qualify the employee for promotion to IMSA Traffic Signal Technician I, subject to company evaluation and operational needs.

## **IMSA Certification Path**

### **•Prerequisite:**

- Enrollment in course work at their own expense at Hutchinson Community College
- Sign commitment to complete Apprentice program at Gades Sales Company
- Sign commitment to complete Industrial Mechanical Maintenance - CERT A at Hutchinson Community College

*Anthony V. Mohatt*

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Gades Sales Company, Inc.

**Anthony V. Mohatt** President & CEO

Dated: January 1, 2026