THERMO BOND BUILDINGS	JOB DESCRIPTION STRUCTURED CABLING SUBJECT MATTER EXPERT	TBA-HR-FJ-085

REPORTS TO:	Director of Engineering	**PAY:**	Salary
POSITION	Full Time	**FLSA CLASS**	Exempt
DEPARTMENT	Engineering	**SHIFT**	Day

JOB SUMMARY:

The Structured Cabling Subject Matter Expert (SME) is the technical authority for all structured cabling systems installed in Thermo Bond Buildings' modular and concrete shelters. This role ensures design accuracy, installation consistency, compliance with customer and industry standards, and rapid issue resolution across all manufacturing sites.

The SME acts as the bridge between engineering, manufacturing, quality, program management, and customers, with a primary focus on key customer accounts and other data-center-driven shelters where structured cabling quality and documentation are mission-critical.

REPORTS TO:

- Director of Engineering

SUPERVISORY RESPONSIBILITIES:

- None.

CORE RESPONSIBILITIES:

Structured Cabling Engineering Authority

- Serve as the technical authority for all structured cabling methods, designs and standards.
- Define and own structured cabling standards, methods, materials, and best practices across all TBB facilities.
- Ensure structured cabling installation comply with engineering drawings, customer specifications, applicable industry standards.
- Development of structured cabling systems and design standards that are optimized for pre-fabrication and efficient modular assembly and installation.
- Interpret, approve, and support execution of structured cabling drawings, cable routing & labeling, termination details, BOMs, and specifications.

Engineering ↔ Operations Interface

- Act as Engineering's structured cabling liaison to manufacturing teams.
- Provide hands-on technical support during production ramp-ups, rework, or atypical builds.
- Troubleshoot complex cabling issues during integration and final assembly.
- Support first-time-right builds by preventing rework tied to cabling errors.
- Resolve assembly-related technical questions without assuming production management responsibility.

Cross-Discipline Coordination

- Coordinate assembly interfaces between:
  - Structural systems
  - Pre-fabrication systems
  - Electrical systems
  - HVAC and mechanical equipment
- Work closely with Assembly SME and Electrical SME to prevent cross-system conflicts.

Quality & Compliance Support

- Define structured cabling inspection criteria and acceptance standards
- Support root cause analysis for cabling-related defects and warranty issues
- Ensure proper documentation packages (test results, labeling, as-built records) are completed

Training & Knowledge Transfer

- Train engineers, supervisors, & leads on structured cabling design standards and installation practices
- Support development of SOPs, work instructions, and visual standards
- Act as escalation point for technician questions and unusual builds

Customer & Program Support

- Serve as technical liaison for customer cabling questions and clarifications
- Support customer audits, walkthroughs, and issue resolution as required
- Participate in lessons-learned reviews for major programs

Required Qualifications

- 7+ years hands-on experience in structured cabling (data center, telecom, or industrial environments)
- Strong working knowledge of copper and fiber systems, including:
  - Termination, testing, and labeling
  - Pathways, routing, and grounding
- Ability to read and interpret detailed engineering drawings and specifications
- Experience supporting production or manufacturing environments (not field-only)
- Proven ability to troubleshoot and resolve complex technical issues

Preferred Experience

- BICSI Technician, Installer, or Designer certification
- Experience with telecom/data-center customers
- Experience supporting SOP development and standardization

- Prior leadership, lead technician, or technical authority role

Measures of Success

- Reduction in structured cabling rework and defects
- Improved first-time-right performance for integration builds
- Consistent cabling execution across all TBB sites
- Positive customer feedback related to cabling quality and documentation

TRAVEL, HOURS OF WORK & SUPERVISION: Hours are flexible. Some overnight travel may be required on occasion.

COMPENSATION & BENEFITS: This position is a full-time, salaried position that does not require hourly time reporting and is eligible to participate in Thermo Bond vacation, medical, 401K and life insurance programs.

PHYSICAL REQUIREMENTS (including but not limited to):

- Prolonged periods of sitting at a desk and working on a computer.
- Must be able to access and navigate all areas of the facility.
- Able to lift/carry 15 lbs.

Revision Date	Author	Description
2/24/25	HVR	Original Release