Job Title: Network Engineer**Location:** 300 Industrial Drive, Random Lake, WI 53075
Company Headquarters: 300 Industrial Drive, Random Lake, WI 53075
Company: Bertram Communications

About Us:

Bertram Communications LLC, headquartered in Random Lake, WI, has been dedicated to connecting small towns and rural communities since 2003. Operating across four states, we specialize in delivering fast, reliable internet to underserved areas, ensuring everyone has access to quality connectivity.

Position Overview:

We are seeking a **self-motivated, high-performing Network Engineer III** with expertise in **fixed wireless networks** and **routing and switching technologies**. This isn't just a role—it's an opportunity to **own the performance and reliability of our network infrastructure**, taking charge and ensuring our operations run at peak performance.

The ideal candidate doesn't wait for direction—they dive in, solve problems proactively, and lead by example. If you're passionate about optimizing wireless networks, troubleshooting complex systems, and contributing to a team that values independence and excellence, this is your chance to make an impact.

Key Responsibilities:

Fixed Wireless Implementation & Optimization:

- Take ownership of the **performance and optimization** of our wireless network infrastructure, ensuring every access point operates at its best.
- Deploy, manage, and configure Cambium Networks Point-to-Point (PTP) and Point-to-Multipoint (PMP) systems.
- Conduct RF site surveys and use tools to evaluate environmental factors such as interference, obstructions, and terrain.
- Design and document fixed wireless networks, optimizing equipment placement and configuration for maximum performance.

- Program and preconfigure wireless equipment before deployment to streamline installations.
- Collaborate with installers to ensure only high-quality signals are approved for customer installations, preventing poor signals that could degrade access point performance.
- Troubleshoot wireless network issues, analyzing performance data and implementing solutions to improve reliability and efficiency.
- Continuously monitor network performance, proactively addressing challenges to keep the network running smoothly.

Routing and Switching:

- Configure and manage core network infrastructure, including routers, switches, VLANs, firewalls, and VPNs.
- Implement and maintain dynamic routing protocols like **BGP** and **OSPF** to ensure efficient network operations.
- Manage and configure VLANs for segmentation and optimized traffic flow.
- Troubleshoot and resolve Layer 2 and Layer 3 network issues to maintain overall network health and performance.
- Contribute to occasional updates and improvements to the core network infrastructure, ensuring alignment with wireless network requirements.

Leadership & Collaboration:

- Be a **leader in the field**, mentoring junior staff and installers, including **Customer Experience Agents** and **Field Services Technicians**, by providing training on wireless technologies, routing/switching protocols, and best practices.
- Work closely with cross-functional teams, including customer service, field operations, and engineering, to deliver high-quality network solutions.
- Take initiative to identify and resolve network performance issues proactively, minimizing downtime and customer impact.
- Lead by example, taking ownership of projects and driving them to completion with minimal oversight.

Compensation:

The salary for this position ranges from **$50,000 to $100,000 annually**, depending on experience, skill level, and the ability to operate independently.

- **At the lower end ($50,000–$65,000):** This range applies to candidates who are still learning and require hands-on direction and support.
- **At the higher end ($85,000–$):** This range is reserved for seasoned professionals who can fully own the role, require minimal oversight, and demonstrate the confidence and competence to manage the network autonomously.

We're looking for a **shark**—a self-starter who dives in, solves problems proactively, and ensures our network runs seamlessly. If you're someone who can take ownership of the network, allowing leadership to step away and trust that everything is running smoothly, you will be compensated accordingly.

Qualifications:

Required Skills:

- **Wireless Expertise:** Strong experience with Cambium Networks equipment, including deployment, configuration, maintenance, and troubleshooting of PTP and PMP systems.
- **RF Knowledge:** Deep understanding of RF propagation, frequency planning, and wireless network optimization.
- **Licensed Microwave Systems:** Experience with licensed microwave systems in the 6 GHz, 11 GHz, and 18 GHz frequency bands.
- **Routing and Switching:** Solid understanding and hands-on experience with routing protocols (e.g., BGP, OSPF) and VLAN configurations, with the ability to troubleshoot complex network issues.
- **Network Security:** Familiarity with firewall configurations, VPNs, and access control to secure network infrastructure.
- **Diagnostic Tools:** Proficiency in using tools like Wireshark, SolarWinds, and Cambium-specific platforms (e.g., cnMaestro) for monitoring and troubleshooting.
- **Regulatory Compliance:** Knowledge of licensed and unlicensed frequency bands, including FCC guidelines and compliance requirements.

Preferred Skills:

- **Wireless Optimization:** Experience with advanced techniques like adaptive modulation, load balancing, and dynamic frequency selection.
- **Network Redundancy:** Familiarity with failover strategies such as VRRP, HSRP, or MPLS for high-availability networks.
- **Emerging Technology Evaluation:** Ability to assess and recommend new wireless and networking technologies to improve performance and scalability.
- **Platform Interoperability:** Experience integrating solutions across diverse platforms such as Cisco, Juniper, Mikrotik, and Ubiquiti.

Working Hours:

Monday through Friday, 8:00 AM to 5:00 PM, with flexibility based on business needs. This is a **salaried position**, and hours may vary depending on project requirements. A commitment to completing tasks and meeting deadlines is essential. This position also requires participation in an on-call rotation.

Benefits:

- Competitive salary (based on experience).
- Comprehensive benefits package, including medical, dental, vision, and life insurance.
- 401(k) matching program.
- Generous vacation and sick pay policies.

- Opportunities for professional growth and development.

How to Apply:

Send your resume and cover letter detailing your qualifications to **Employment@BertramCommunications.com**. Visit **GoBertram.com** or call **920-351-1023** for more information.

Take ownership of your career and join Bertram Communications to shape the future of wireless networks.