

Maintenance of Traffic (MOT) Technician – Job Description

Company: First State Flagging LLC **Location:** Delaware & surrounding areas **Position Type:** Full-Time / Part-Time **Reports To:** Traffic Control Supervisor / Operations Manager

Position Summary

The Maintenance of Traffic (MOT) Technician is responsible for setting up, maintaining, and removing temporary traffic control (TTC) devices to ensure safe work zones for contractors, motorists, and pedestrians. This role requires strong attention to detail, adherence to Delaware MUTCD/MOT standards, and the ability to work safely in fast-moving environments. The MOT Technician plays a critical role in protecting workers and the traveling public.

Key Responsibilities

- Install, maintain, and remove traffic control setups including cones, signs, barrels, barricades, arrow boards, and lane closures.
- Read and interpret MOT plans, diagrams, and project specifications.
- Ensure all work zone setups comply with Delaware MUTCD and project requirements.
- Monitor work zones throughout the shift and adjust devices as needed for safety.
- Coordinate with contractors, supervisors, and flaggers to maintain safe traffic flow.
- Inspect equipment daily and report damaged or missing devices.
- Load, unload, and organize traffic control equipment on company vehicles.
- Maintain a clean, safe, and professional work environment.
- Document job locations, setup times, and any incidents or changes.
- Respond quickly to changing conditions, emergencies, or requests from contractors.

Minimum Requirements

- Must be at least 18 years old.
- Valid Delaware MOT Certification (or ability to obtain).
- Ability to lift 50–75 lbs and work outdoors in all weather conditions.
- Reliable transportation to and from job sites.
- Ability to work long hours, nights, weekends, and early mornings when required.
- Strong situational awareness and ability to follow instructions.
- Ability to stand, walk, bend, and lift for extended periods.

Preferred Qualifications

- Prior experience in traffic control, construction, or roadway safety.
- Knowledge of Delaware MUTCD standards and TTC requirements.
- Experience working on state, county, or municipal roadway projects.
- CDL or experience operating work trucks, arrow boards, or message boards.

Work Environment

- Outdoor work in varying weather conditions.
- High-traffic areas with exposure to noise, dust, and moving vehicles.
- Must remain alert and focused at all times.
- Frequent lifting, bending, and physical activity.

Core Competencies

- Safety Awareness
- Communication
- Reliability & Punctuality
- Professionalism
- Teamwork
- Problem-Solving
- Situational Awareness

Benefits (If Applicable)

- Competitive hourly pay
- Overtime opportunities
- Training and certification assistance
- Advancement opportunities (Flagger → MOT Tech → Supervisor)