

Budget and Financial Analyst

Job Code	20000378	Job Family	Financial Management & Controls	Professional / Knowledge Worker	
Department	Fin Plan Budget & Revenue	Reports to	Sr. Manager Budget & Financial Planning	Union Status	Non-Represented
FLSA Status	Exempt	Pay Grade	2055	This Job is a Lead	No
Last Updated	07/30/2026				

Accountability for Workplace Culture

Our PUD values are at the center of our culture. Putting the safety, health, and well-being of our communities and those we work with is valued above all else and everyone on Team PUD must meet this commitment daily. Nothing we do in achieving our Mission is worth a single injury, and all who interact with us must feel they are valued and welcomed as individuals.

Everyone on Team PUD, in all positions, is accountable for achieving this safe and welcoming culture by:

1. Taking full ownership for the safety of themselves and their coworkers, while ensuring everyone feels valued and welcomed.
2. Taking action to identify and eliminate their own and others’ at-risk behaviors, including the behaviors that may undermine another’s feelings of being welcomed and valued.
3. Following all safety rules and regulations and ensuring the PUD’s expectations for conduct and respect are maintained.
4. Openly sharing near-misses, safety learning opportunities, and ways we can learn to be a more welcoming place while encouraging others to do the same.
5. Utilizing Stop Work Authority to intervene with anyone, anytime, in any place.
6. Intervening or seeking guidance to stop actions that are harmful to the wellbeing, health, or sense of belonging of others, and which are detrimental to our PUD values.

Job Summary

The Budget and Financial Analyst supports District budgeting, forecasting, and financial planning efforts through detailed analysis, reporting, and continuous improvement of financial processes and data. This role partners closely with departments to diagnose budget issues, perform variance and root-cause analysis, and improve workflows, controls, and data integrity across systems such as SAP and Power BI. Serving as a key analytical and subject-matter resource, the position supports operating and capital budgets, develops dashboards and forecasts, provides training and guidance, and ensures continuity of Budget Office functions through strong collaboration and technical expertise.

Accountabilities

Accountability #1

Lead continuous improvement and analytical initiatives by translating complex datasets into actionable insights that improve operational efficiency, workflows, controls, and District decision-making.

Accountability #2

Analyze departmental operations, budgets, and financial processes; conduct investigative analysis to identify root causes, resolve discrepancies, and recommend corrective actions that improve accuracy, efficiency, and budget alignment.

Accountability #3

Serve as a collaborator to budget managers and partners, regularly engaging to understand issues, provide guidance, and support problem-solving across operating and capital budgets through variance analysis, trend evaluation, and scenario analysis.

Accountability #4

Perform variance analysis and forecasting activities by preparing explanations of budget, forecast, and actual results; conducting trend and scenario analysis; and updating financial projections in Power BI and related tools in collaboration with departments to ensure accurate and timely financial insights.

Accountability #5

Maintain data integrity and consistency across budgeting, forecasting, and reporting systems, ensuring

appropriate documentation, controls, and best practices are followed.

Accountability #6

Develop and manage dashboards, reports, and financial documentation, including standard and ad-hoc reporting for departments, executives, and leadership.

Accountability #7

Serve as a budget subject-matter expert and training resource. Develop and deliver job aids, training materials, and presentations; provide backup support to the Budget Office Business Operations Manager to ensure continuity of critical functions.

Accountability #8

Support the development of departmental operating budgets and capital budgets, including data analysis, assumptions review, and documentation.

Accountability #9

Assist with departmental budget entry and updates in SAP, providing support, validation, and troubleshooting during budget development and reforecasting cycles.

Accountability #10

Minimum Qualifications Note

The minimum qualifications listed below are representative of the knowledge, skills, and abilities needed to perform this job successfully, as described in the Accountabilities. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential Accountabilities (duties and responsibilities) of this position. If you need assistance and/or a reasonable accommodation due to a disability during the application or recruiting process, please contact Human Resources at HRRecruiting@snopud.com, or by phone at 425-783-8655.

Qualifications – Education and Experience

Minimum Required Education and Experience:

Bachelor's Degree in Business Administration, Accounting, Finance, Economics, Data Science, Mathematics or related field, AND Two (2) years of experience in operations support, budgeting, accounting, finance or data analytics

OR

Associate's Degree in Business Administration, Accounting, Finance, Economics, Data Science, Mathematics or related field, AND Four (4) years of experience in operations support, budgeting, accounting, finance or data analytics

OR

Six (6) years of experience operations support, budgeting, accounting, finance or data analytics.

Preferred Education and Experience:

Qualifications – License(s) and/or Certification(s)

Minimum Required License(s) and/or Certification(s):

Preferred License(s) and/or Certification(s):

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

- Exceptional verbal and written communication skills
- Experience with organizing and analyzing large data sets
- Cost benefit analysis
- Strong attention to detail
- Excellent analytical skills
- Proficiency in Microsoft Office applications,

Work independently with minimal direction
Ability to work effectively with all levels of management and external bodies
Handle confidential information
Meet critical timelines and deadlines
Strong business acumen

Preferred Skills and Abilities:

Knowledge of SAP ERP Systems.
Knowledge and familiarity with Power BI
Knowledge of budgeting concepts and theories

Competencies

The following competencies describe the cluster of behaviors associated with job success in the job group identified as “Professional / Knowledge Worker”.

- Adaptability
- Building Customer Loyalty
- Building Partnerships
- Communication
- Continuous Improvement
- Continuous Learning
- Courage
- Decision Making
- Earning Trust
- Emotional Intelligence Essentials
- Facilitating Change
- Influencing
- Initiating Action
- Innovation
- Leveraging Feedback
- Mentoring
- Planning and Organizing
- Positive Approach
- Professional Knowledge and Aptitude
- Stress Tolerance
- Technology Savvy

- Valuing Differences
- Work Standards

Physical Demands

Physical Demands List

Frequency

Sit	Constant (67-100%)
Walk	Occasional (11-33%)
Stand	Occasional (11-33%)
Drive	Seldom (1-10%)
Work on ladders	Never
Climb poles or trees	Never
Work at excessive heights (note heights in open text box below)	Never
Twist	Never
Bend/Stoop	Never
Squat/Kneel	Never
Crawl	Never
Reach	Never
Work above shoulders (note specific activity in open text box below)	Never
Use Keyboard /mouse	Constant (67-100%)
Use wrist (flexion/extension)	Seldom (1-10%)
Grasp (forceful)	Never
Fine finger manipulation	Constant (67-100%)
Operate foot controls	Seldom (1-10%)
Lift (note weight in open text box below)	Never
Carry (note weight in open text box below)	Never
Push/Pull (note specifics in open text box below)	Never
Work rapidly for long periods	Occasional (11-33%)
Use close vision	Constant (67-100%)
Use distance vision	Seldom (1-10%)
Use color vision	Constant (67-100%)
Use peripheral depth perception	Constant (67-100%)
Speak	Constant (67-100%)
Hear	Constant (67-100%)

Additional Physical Demands not listed above and associated frequency below.

Mental Demands

Communication	Frequency
Understand and carry out simple oral instructions	Frequent (34-66%)
Understand and carry out complicated oral instructions	Frequent (34-66%)
Train other workers	Occasional (11-33%)
Work alone	Frequent (34-66%)
Work as a member of a team	Occasional (11-33%)
Follow standards for work interactions	Occasional (11-33%)
Write communications for clarity and understanding	Occasional (11-33%)
Speak with clarity with others	Frequent (34-66%)
Comprehension	Frequency
Read and carry out simple instructions	Occasional (11-33%)
Read and carry out complicated instructions	Constant (67-100%)
Retain relevant job information	Constant (67-100%)
Reasoning	Frequency
Read and interpret data	Constant (67-100%)
Count and make simple arithmetic additions and subtractions	Frequent (34-66%)
Use intermediate and/or advanced math	Frequent (34-66%)
Organization	Frequency
Plan own work activities	Frequent (34-66%)
Plan work activities of others	Seldom (1-10%)
Direct work activities of others	Occasional (11-33%)
Resilience	Frequency
Work under pressure	Occasional (11-33%)
Work for long periods of time	Occasional (11-33%)
Work on several tasks at the same time	Constant (67-100%)

Additional Mental Demands not listed above and associated frequency below.

Work Environment

Environmental Conditions List	Frequency
Exposure to weather	Never
Wet and/or humidity	Never

Atmospheric conditions	Never
Confined/restricted working environment	Never
Vibratory Tasks – High	Never
Vibratory Tasks – Low	Never

Additional Environmental Conditions in this job not listed above and the associated frequency below.

Risk Conditions List	Frequency
Exposure to Heights	Never
Exposure to Electricity	Never
Exposure to Toxic or Caustic Chemicals	Never
Working with Explosives	Never
Exposure to Radiant Energy	Never
Extreme Cold	Never
Extreme Hot	Never
Proximity to Moving Mechanical Parts	Never
Noise Intensity	Never
Exposure to animals	Never
Working with angry customers	Never

Additional Risk Conditions present in this job not listed above and the associated frequency below.

On-Call Status and Frequency

On-Call is required.

- ☐ Yes
☒ No

On-call activities and frequency.

Work Location

The primary assignment for this position is:

- ☐ Remote
- ☒ Office Hybrid
- ☐ On-Site
- ☐ Field/Job Site

While this description has provided an accurate overview of responsibilities, it does not restrict management's right to assign or reassign duties and responsibilities to this job at any time. This position description is designed to outline primary duties, qualifications, and job scope, but not limit our employees or the organization to complete the work identified. In order to serve our customers best, each employee will offer their services wherever and whenever necessary to ensure the success of the District in serving our customers, to further the safety, health, and inclusivity of employees and the public, and achieve expectations of the District overall, while also remaining flexible in recognition of the employee's wellbeing.