

Business Analyst III



Job Code	20000265	Job Family	Business Analysis	Professional / Knowledge Worker	
Department	Various	Reports to	Various	Union Status	Non-Represented
FLSA Status	Exempt	Pay Grade	2058	This Job is a Lead	No
Last Updated	07/27/2025				

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 Business Analyst III professionals are senior-level analysts who lead, complex projects and initiatives. They provide strategic insights, influence decision-making at higher levels, and mentor level I and level II analysts. They are responsible for high-level data analysis, process improvement, and supporting enterprise-wide business information systems. They document work procedures and business requirements and perform research. They are a liaison between business system users and Information Technology support. This includes independently gathering requirements, testing, reporting, and complex system problem solving and configuration. They develop and perform training, participate in customer implementations/change management, and provide post-implementation support.

Accountabilities

Accountability #1

Enhance and streamline the District's operations across all functional areas through data collection and analysis, development of user requirements and recommendations, and close collaboration with users and stakeholders, and similar responsibilities.

Accountability #2

Contribute to setting consistent and compliant standards by driving identification of requirements across business units and identifying substandard systems and processes through evaluation of real-time data. Evaluates, analyzes, and communicates systems requirements on a continuing basis, and maintains systems processes, including the delivery of status reports to senior leadership, and similar responsibilities.

Accountability #3

Promote increased efficiency and productivity on multiple levels by serving as a strategic thought leader for technical business processes, developing forward-thinking systems prototypes and communicating them clearly to a variety of audiences, and similar responsibilities.

Accountability #4

Create and implement comprehensive management plans for major organization wide projects, with attention to transparent communication at all levels, and similar responsibilities.

Accountability #5

Ensures highest quality results for the District by performing, evaluating, and communicating thorough quality assurance at every stage of systems development. Designs and conducts systems analytics to maximize effectiveness and troubleshoot problems, and similar responsibilities.

Accountability #6

Develop meaningful and lasting relationships with cross functional partners for optimized systems integration, and anticipate questions and concerns from managers and executives, ensuring all concerns are addressed promptly and thoroughly, and similar responsibilities.

Accountability #7

Ensure a strong teamwork and collaborative environment by proactively partnering with other stakeholder teams across business units (i.e., finance, security, compliance) to develop necessary analysis and documentation in a collaborative way. Communicates effectively and efficiently with production, managerial, and executive teams, and similar responsibilities.

Accountability #8

Accountability #9

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, Computer Science, Information Technology, or related field, AND

Four (4) years of experience as a Business Analyst or similar role analyzing business system processes;

OR

Four (4) years of experience working in a related business function, AND;

Four (4) years of experience as a Business Analyst or similar role analyzing business system processes;

OR

Eight (8) years of experience as a Business Analyst or similar role analyzing business system processes.

Preferred Education and Experience:

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

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

Valid Washington State Driver's License **may** be required with a good driving record

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

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

Expert analytical abilities

Deep experience generating process documentation and reports

Persuasive and compelling communicator with the ability to translate data into actionable insights

Deep capabilities in project and user-testing management

Proven development of innovative and impactful systems solutions across functional areas

Extensive experience with data visualization
Expert proficient technical writing capabilities
Strong presentation and negotiation skills, with executive leadership and external governing bodies

Preferred Skills and Abilities:

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	Frequent (34-66%)
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	Seldom (1-10%)
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)	Occasional (11-33%)
Push/Pull (note specifics in open text box below)	Never
Work rapidly for long periods	Never
Use close vision	Constant (67-100%)
Use distance vision	Seldom (1-10%)
Use color vision	Never
Use peripheral depth perception	Never
Speak	Frequent (34-66%)
Hear	Frequent (34-66%)

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	Constant (67-100%)
Work as a member of a team	Constant (67-100%)
Follow standards for work interactions	Constant (67-100%)
Write communications for clarity and understanding	Frequent (34-66%)
Speak with clarity with others	Constant (67-100%)
Comprehension	Frequency
Read and carry out simple instructions	Frequent (34-66%)
Read and carry out complicated instructions	Frequent (34-66%)
Retain relevant job information	Constant (67-100%)
Reasoning	Frequency
Read and interpret data	Constant (67-100%)
Count and make simple arithmetic additions and subtractions	Occasional (11-33%)
Use intermediate and/or advanced math	Occasional (11-33%)
Organization	Frequency
Plan own work activities	Constant (67-100%)
Plan work activities of others	Seldom (1-10%)
Direct work activities of others	Seldom (1-10%)
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	Seldom (1-10%)
Wet and/or humidity	Seldom (1-10%)
Atmospheric conditions	Seldom (1-10%)
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	Seldom (1-10%)

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.