

Engineer III

Job Code	20000029	Job Family	Engineering	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	12/1/2022				

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

Successfully provide technical, engineering, and project management services related to the design, maintenance, operations, improvements of and additions to the District's facilities and systems in a technically sound, safe, timely, and cost effective manner to enable the District to realize its goals and objectives. Plans, organizes, assigns, and conducts work requiring judgment in the independent evaluation, selection, and substantial adaptation and modification of standard techniques, procedures, and criteria. Performs as project leader on medium to large projects and assignments.

Accountabilities

Accountability #1

Support outstanding value relative to cost to our customers by ensuring the reliable operation and optimization of the District's delivery systems and assets by serving as a project leader on medium to large projects and/or on projects which have relatively few complex features requiring an overall knowledge of the District's engineering practices, standards, and methods. Directs, coordinates, and reviews or approves work of the project team and consultants' work on conventional projects based on pre-established District standards and practices, and similar responsibilities.

Accountability #2

Support powerful partnerships that serve as a valuable resource for our internal and external customers, industry peers, and community partners by responding to customer inquiries, questions, and complaints interpreting and providing information concerning services, programs, projects, policies and objectives. Makes presentations to staff, management and the public. Effectively interacts, responds, and coordinates activities with customers including governmental agencies using clear and effective communication skills, and similar responsibilities.

Accountability #3

Provide friendly, positive customer experiences by exhibiting excellent customer service skills through maintaining a positive attitude and willingness to work with others. Demonstrates the basics of excellent customer service and how, with whom and when to coordinate with other groups and departments, and similar responsibilities.

Accountability #4

Support delivery of exceptional value to our customers through continual improvement and innovation by providing guidance and direction to ensure the meeting of internal and external customer commitments, demonstrating initiative through performing tasks assigned and asking supervision for additional work. Assists other engineers with workload management. Volunteers for

additional work assignments and job duties outside of typical daily work. Makes timely decisions on typical topics that will have impact on District policies or procedures. Demonstrates an understanding of internal processes and skill in managing workload as part of a team and actively looks for ways to improve District processes, and similar responsibilities.

Accountability #5

Support delivery of exceptional value to our customers through continual improvement and innovation by providing guidance and direction to ensure the reliable operation and optimization of the District's delivery systems and assets, assisting in the development of training programs for District staff, vendors, customers, consultants, and others, which may include conducting actual training on a specific specialty. Makes themselves available to engineering staff for one-on-one training and mentoring, and similar responsibilities.

Accountability #6

Support delivery of exceptional value to our customers through planning and management by providing guidance and direction to ensure responsible cost & fiscal management, development and preparation of documents through completion of work for projects related to Department and District's overall goals with Capital and O&M projects, and similar responsibilities.

Accountability #7

Support a culture of caring, mutual respect and trust that empowers current and future employees to do their best work for the benefit of our team members, customers, partners and stakeholders by guiding others to ensure a highly effective team, providing mentorship, education, and growth of other engineers, coordinating and reviewing the work of other staff, project team, and consultants' work, 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 an Engineering related field, AND
Four (4) years of related engineering experience;

OR

Eight (8) years of directly related engineering experience and a Washington State Professional Engineering License (PE) in-lieu of a Bachelor's Degree.

Preferred Education and Experience:

Master's Degree in Electrical Engineering, Civil Engineering, or Mechanical Engineering.

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

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

Valid Washington State Driver's License

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

Engineer in Training (EIT) certification.
Washington State Professional Engineer (PE) License.

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

Principles, practices, methods, analysis, equipment, and techniques in their department's field of

engineering specialty.

Engineering plans and specifications, construction standards and methods, design standards, safety practices and codes, fundamentals of project management.

District's work authorization procedures.

Customer relations techniques.

Facility and system operation and maintenance.

Computers and applicable computer applications.

Fundamental economic analysis and evaluation techniques.

Regulatory requirements applicable to the District, District policies and procedures.

Principles and practices of providing work direction and guidance to others.

District's mission, objectives, values and business drivers.

Work in a team environment with a strong customer focus on both internal customers and external customers.

Successfully lead engineering and construction, projects and other assigned tasks.

Plan and organize work, incorporating changing District priorities.

Interpret, apply, and explain codes, regulations, policies and procedures.

Learn the District's work authorization procedures.

Learn and apply District policies and procedures.

Develop scope of work, schedules, cost estimates, methods, and manage projects through completion.

Provide work direction, guidance and technical assistance to others.

Assist in training other department personnel in the area of expertise.

Communicate effectively both orally and in writing.

Compile and analyze statistical and technical information and data including preparation of reports.

Use independent and discretionary judgment.

Act in a lead capacity on assigned tasks and projects.

Use engineering tools required for the job.

Preferred Skills and Abilities:

Proficient use of latest technologies applicable and available at the District in performing assigned tasks and projects.

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	Frequent (34-66%)
Stand	Frequent (34-66%)
Drive	Frequent (34-66%)
Work on ladders	Never
Climb poles or trees	Never
Work at excessive heights (note heights in open text box below)	Never
Twist	Occasional (11-33%)
Bend/Stoop	Occasional (11-33%)
Squat/Kneel	Occasional (11-33%)
Crawl	Seldom (1-10%)
Reach	Frequent (34-66%)
Work above shoulders (note specific activity in open text box below)	Occasional (11-33%)
Use Keyboard /mouse	Constant (67-100%)

Use wrist (flexion/extension)	Seldom (1-10%)
Grasp (forceful)	Occasional (11-33%)
Fine finger manipulation	Constant (67-100%)
Operate foot controls	Frequent (34-66%)
Lift (note weight in open text box below)	Seldom (1-10%)
Carry (note weight in open text box below)	Seldom (1-10%)
Push/Pull (note specifics in open text box below)	Seldom (1-10%)
Work rapidly for long periods	Occasional (11-33%)
Use close vision	Constant (67-100%)
Use distance vision	Constant (67-100%)
Use color vision	Occasional (11-33%)
Use peripheral depth perception	Seldom (1-10%)
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	Frequent (34-66%)
Follow standards for work interactions	Constant (67-100%)
Write communications for clarity and understanding	Frequent (34-66%)
Speak with clarity with others	Frequent (34-66%)

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	Frequent (34-66%)
Use intermediate and/or advanced math	Frequent (34-66%)

Organization

Frequency

Plan own work activities	Constant (67-100%)
Plan work activities of others	Occasional (11-33%)
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	Frequent (34-66%)

Additional Mental Demands not listed above and associated frequency below.

Work Environment

Environmental Conditions List	Frequency
Exposure to weather	Occasional (11-33%)
Wet and/or humidity	Occasional (11-33%)
Atmospheric conditions	Occasional (11-33%)
Confined/restricted working environment	Occasional (11-33%)
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	Seldom (1-10%)
Exposure to Electricity	Occasional (11-33%)
Exposure to Toxic or Caustic Chemicals	Seldom (1-10%)
Working with Explosives	Never
Exposure to Radiant Energy	Seldom (1-10%)
Extreme Cold	Occasional (11-33%)
Extreme Hot	Occasional (11-33%)
Proximity to Moving Mechanical Parts	Occasional (11-33%)
Noise Intensity	Occasional (11-33%)
Exposure to animals	Occasional (11-33%)
Working with angry customers	Occasional (11-33%)

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.

District-wide, individuals within this job description are expected to participate in Crew Guide Training and Major Disaster & Storm Restoration Work (as Crew Guides) unless their manager approves them to opt out.

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.