

Generation Operational Technology Engineering Specialist II



Job Code	20000824	Job Family	Engineering	Professional / Knowledge Worker	
Department	Generation Engineering	Reports to	Mgr Generation Engineering	Union Status	Non-Represented
FLSA Status	Exempt	Pay Grade	2060	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

Provides leadership on all aspects of the planning, design, organization, integration, scheduling and support functions of the Generation Operational Technology (OT) systems (SCADA/PLC/Generation controls and diagnostics and programming). Develops, implements, and improves technical work processes in the applications of OT systems and cyber security issues as they relate to OT systems to cost effectively meet District needs. Manages the planning, development, organization, communication, and implementation of District Generation group OT projects requiring work and coordination of multiple internal and external individuals and groups with diverse interests. Serves as a project leader on OT technical matters and coordinates technical work of a team of in-house engineers and technicians on specific projects while reporting developments and job status to the Manager, Generation Engineering.

Accountabilities

Accountability #1

Deliver excellent customer experiences through reliable, dependable, predictable service by optimization of the District's generation systems and assets by ensuring integration, tracking, design and implementation of Generation Operational Technology (OT) systems (software, SCADA/PLC/Generation controls and diagnostics and programming). Acts under the direction of manager and senior staff, while serving as support to Project Leader responsible for design, administration and control of Generation OT projects, and similar responsibilities.

Accountability #2

Deliver exceptional value by maintaining strong communication skills, engaging in written and spoken communications with team members, supervisors, internal and external customers, providing training to District staff, vendors, customers, consultants, and others in the area of technical specialty, interacting with other District technology departments, including Information Technology, security, cyber-security, network metering, system protection and telecommunications groups, and similar responsibilities.

Accountability #3

Achieve the highest level of employee and community trust in the reliable operation and optimization of the District's delivery systems and assets by keeping abreast of technological developments impacting generation facility design/construction/ maintenance/operation and recommends changes warranted by these technical developments. As directed, performs assessment of current and future technologies to best position the District in a complex and significantly changing business environment, and similar responsibilities.

Accountability #4

Maintain transparency and the trust of our customers and stakeholders in our financial management and stewardship by consistently producing cost estimates for Capital and Operations and Maintenance project budgeting. Ensure end to end project coordination including establishing goals, objectives, priorities, and schedules, tracking expenditures, and similar responsibilities.

Accountability #5

Deliver exceptional value to our customers (internal, external, and environmental) through continual improvement and innovation by recognizing opportunities for improved efficiency and effectiveness and working with employees to create positive change, be open to innovation, and similar responsibilities.

Accountability #6

Achieve the highest level of employee and community trust in how the District manages compliance by ensuring compliance with all project licenses, permits, and regulations. Communicate openly with department leadership and stakeholders (especially including affiliated internal work groups) regarding operational work requirements to obtain such compliance, and reliable operations, and similar responsibilities.

Accountability #7

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 Physical Science, Computer Science, Engineering, or related field, AND Six (6) years of related engineering experience, including two (2) of those years in the electric utility industry or closely related field;

OR

Ten (10) years of related engineering experience, including two (2) of those years in the electric utility industry or closely related field.

Preferred Education and Experience:

Master's Degree in Engineering and/or Computer Science.

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):

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

Computer applications for operational technologies.

Computer applications including word processing, spreadsheets and data bases and applications for engineering and electrical systems.

Customer service techniques and practices.

Electrical engineering principles and practices.

Project development and scheduling methodologies.

Project management, negotiation, relationship building/partnering, and conflict management/mediation.

District management philosophies, methods, and procedures, management sciences, organizational structures, accounting and productivity enhancement techniques.
Financial and budgeting processes.
Executive management presentation and communication techniques.
Technical knowledge and skills pertaining to OT systems.
Teach, lead and coach staff on OT systems work including customer satisfaction.
Build and manage effective teams and facilitate alignment with District goals and objectives.
Communicate and work effectively, both orally and in writing with various levels of the organization, outside agencies, and customers.
Learn, interpret and apply District Directives, policies and procedures.
Work with and manage confidential information.
Analyze, apply principles, and develop effective solutions to technical issues.
Use independent and discretionary judgment.
Provide leadership to analyze, recommend and implement solutions to complex engineering problems.
Work effectively with both technical and non-technical work groups.
Develop, plan, organize, and manage timely completion of large scale and complex projects.

Preferred Skills and Abilities:

Screen development in Wonderware

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	Occasional (11-33%)
Work on ladders	Occasional (11-33%)
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	Seldom (1-10%)
Work above shoulders (note specific activity in open text box below)	Seldom (1-10%)
Use Keyboard /mouse	Frequent (34-66%)
Use wrist (flexion/extension)	Seldom (1-10%)
Grasp (forceful)	Seldom (1-10%)
Fine finger manipulation	Frequent (34-66%)
Operate foot controls	Occasional (11-33%)
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	Seldom (1-10%)
Use close vision	Frequent (34-66%)
Use distance vision	Frequent (34-66%)
Use color vision	Frequent (34-66%)
Use peripheral depth perception	Occasional (11-33%)

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

Occasional (11-33%)

Work as a member of a team

Frequent (34-66%)

Follow standards for work interactions

Frequent (34-66%)

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

Frequent (34-66%)

Reasoning

Frequency

Read and interpret data

Frequent (34-66%)

Count and make simple arithmetic additions and subtractions

Frequent (34-66%)

Use intermediate and/or advanced math

Occasional (11-33%)

Organization

Frequency

Plan own work activities

Frequent (34-66%)

Plan work activities of others

Frequent (34-66%)

Direct work activities of others

Occasional (11-33%)

Resilience

Frequency

Work under pressure

Occasional (11-33%)

Work for long periods of time

Frequent (34-66%)

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	Occasional (11-33%)
Vibratory Tasks – Low	Occasional (11-33%)

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	Seldom (1-10%)
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	Seldom (1-10%)
Noise Intensity	Occasional (11-33%)
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.