



Generation Superintendent

Job Code	20000023	Job Family	Manager/1st Level leader	Leader	
Department	Generation	Reports to	AGM Gen Pwr Rates & Trans Mgmt	Union Status	Non-Represented
FLSA Status	Exempt	Pay Grade	2061		
Last Updated	9/15/2023				

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 vision, leadership, management and expertise for the District's Generation Operations, Maintenance and Construction group. This includes operation, maintenance and construction of the District's generation resources and delivery of water to City of Everett. Oversees, directs, and provides strategic leadership to the group, including developing, prioritizing, and implementing departmental goals, operation and maintenance plans and capital construction projects. Manages required minimum instream flows, operation and maintenance of the District's generation projects, including power plants, dams, structures, reservoirs, roadways, right-of-ways, bridges, grounds, tunnels, pipelines, spill gates, control gates, recreation sites, and overall security. Schedules capital construction and maintenance work to obtain optimum use of resources while minimizing impact to the environment. Manages the development and implementation of preventive maintenance programs. Assists with the development of Public Works and Professional Services Contracts.

Accountabilities

Accountability #1

Creates a culture of caring, mutual respect and trust that empowers employees to do their best work for the benefit of team members, customers, partners and stakeholders. Provide employees the opportunity to develop through training, positive feedback and coaching. Leads positive change in the organization, recognizes employee performance and achievements, is open to receiving feedback from employees and creates a safe, equitable and inclusive environment. Ensures staff understands and complies with District Directives, safety rules and other related policies and procedures. Ensures department goals and objectives align with District goals and objectives. Ensures that the department is appropriately staffed, including determining the needs of the department to ensure that employee skill sets match the work. Ensures the right person is hired for the right job and that the right employee is doing the right job.

Accountability #2

Creates a culture of safety that aligns with District values. Responds to and monitors injuries, property damage claims, and accidents to care for employees and eliminate occurrences. Ensures compliance with Federal, State, District or legally mandated safety, health, and environmental policies, procedures and practices; participates in regular Safety meetings; assists in resolving safety issues.

Accountability #3

Leads and creates a culture of continual improvement that delivers outstanding value to our customers. Recognize opportunities for improved efficiency and effectiveness and works with employees to create positive change. Creates a culture of fiscal responsibility, develops accurate budgets, track actuals and

make adjustments through the year as needed.

Accountability #4

Manages and evaluates the performance of assigned staff including performance expectations, coaching, positive recognition and discipline. Establishes work priorities, schedules and works with the foreman and other generation leadership to ensure an efficient assignment and distribution of work and work execution. Ensures work is properly coordinated with other departments. Provides opportunity for employee development and training. Ensures staff understands and complies with District Directives, safety rules and other related policies and procedures. Evaluates the need for contractual assistance; supervises contract staff as necessary. Conducts interviews and makes staff selections to meet the District's strategic plans and critical goals.

Accountability #5

Coordinates Jackson Hydroelectric Project activities to ensure delivery of the City of Everett's water supply and compliance with all Project mitigation, fisheries flows, recreation programs and other license conditions. Participates in pre-construction meetings and coordinates with Generation Engineering, Natural Resources, administrative staff, Contracts and Purchasing, local, State, and federal agencies, and other District areas as necessary. Plans and coordinates operations and maintenance, scheduled or emergency shutdowns and inspections for all Generation projects, both within the District's service area (e.g. Jackson, Youngs Creek, Woods Creek) and outside the District's service area (e.g. Hancock Creek, Calligan Creek). Adjusts to available power sources, water releases, deliveries and generator loadings as required or directed. Informs District management of operations, conditions, activities, incidents and violations. Evaluates and recommends to peers and leadership new methods for effectively and efficiently operating the Projects.

Accountability #6

Performs scheduled informational tours for the general public and special inspection tours for agencies to observe operating conditions and license compliance. Develops and implements preventive and corrective maintenance program to optimize unit availability and minimize interruption of power production, water releases and water deliveries.

Accountability #7

Maintains sequential operating and maintenance procedures, switching orders, and clearance procedures for all equipment associated with Generation Projects. Coordinates with Energy Control and Substation to de-energize lines and substation circuit breakers so maintenance can be performed in accordance with safety procedures and NERC/WECC requirements.

Accountability #8

Participates in the review and inspection of partner generation Projects (owned by others) and of Projects proposed for acquisition by the District. Ensures the projects are operated consistent with the Federal Energy Regulatory Commission (FERC) license conditions, NERC/WECC requirements, and all associated permits and regulations. Develops specifications and budgets for new generation Project equipment, trucks, trailers, boats, and related capital purchases; principal fleet liaison for operational management of Generation-assigned transportation fleet. Coordinates the purchase of tools, materials, and supplies as needed, maintaining a high standard of equipment within the budgetary allowance. Ensures the preparation of various logs, daily operating reports, and other records to ensure accurate, detailed entries of information are made regarding project(s) activities.

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 Engineering, Construction Management, Business, or related field, AND Two (2) years of experience in operations, maintenance or construction, or in a lead or supervisory capacity;

OR

Six (6) years of experience in operations, maintenance or construction, or in a lead or supervisory capacity.

Preferred Education and Experience:

Journeyman/foreman experience at an electrical generation facility
Related Journeyman certification
Hydroelectric generating experience
Bachelor's in Electrical Engineering

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:

Construction standards, practices, procedures, techniques, and materials
Safety rules and regulations
Construction means and methods
Engineering principles as they apply to operations, maintenance and construction
Organizational systems and business processes
Budgeting, procurement, and cost management
Project management
Management/leadership theories and practices and change management
Communicate and work effectively with all levels of the organization, the public, and government agencies
Learn and apply District policies and procedures
Use independent and discretionary judgment
Make and carry out effective business decisions
Identify and work with others to remove barriers to change
Manage confidential information
Interpret and understand technical specifications and/or information including federal, state, and

local regulations

Manage and coordinate/schedule projects and shifting priorities.

Supervise, coach, discipline and provide positive direction to staff.

Analyze situations and develop effective solutions

Understand other District work group's abilities and use their expertise to solve problems and to provide input to generation designs to ensure consistency of design standards.

Perform inspections in elevated positions and climb stairs in excess of 200 ft.

Preferred Skills and Abilities:

Competencies

The following competencies describe the cluster of behaviors associated with job success in the job group identified as "Leader" at the Manager level.

- Adaptability
- Aligning Performance for Success
- Building Customer Relationships
- Building Talent
- Coaching
- Communication
- Continuous Improvement
- Continuous Learning
- Courage
- Creating a Culture of Trust
- Creating an Inclusive Environment
- Customer Focus
- Delegation and Empowerment
- Driving for Results
- Driving Innovation
- Emotional Intelligence Essentials
- Empowering Decision Making
- Execution
- Guiding Team Success
- Initiating Action
- Inspiring Others
- Leveraging Feedback

Positive Approach
 Professional Knowledge and Aptitude
 Selecting Talent
 Stress Tolerance
 Technology Savvy

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	Seldom (1-10%)
Climb poles or trees	Never
Work at excessive heights (note heights in open text box below)	Seldom (1-10%)
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)	Seldom (1-10%)
Carry (note weight in open text box below)	Seldom (1-10%)
Push/Pull (note specifics in open text box below)	Never
Work rapidly for long periods	Seldom (1-10%)
Use close vision	Occasional (11-33%)
Use distance vision	Seldom (1-10%)
Use color vision	Occasional (11-33%)
Use peripheral depth perception	Seldom (1-10%)
Speak	Occasional (11-33%)
Hear	Frequent (34-66%)

Additional Physical Demands not listed above and associated frequency below.

Perform inspections in elevated positions and climb stairs in excess of 200 ft.

Mental Demands

Communication	Frequency
Understand and carry out simple oral instructions	Occasional (11-33%)
Understand and carry out complicated oral instructions	Occasional (11-33%)
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	Seldom (1-10%)
Read and carry out complicated instructions	Occasional (11-33%)
Retain relevant job information	Constant (67-100%)
Reasoning	Frequency
Read and interpret data	Occasional (11-33%)
Count and make simple arithmetic additions and subtractions	Occasional (11-33%)
Use intermediate and/or advanced math	Seldom (1-10%)
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	Seldom (1-10%)
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

Environmental Conditions List	Frequency
Exposure to weather	Seldom (1-10%)
Wet and/or humidity	Seldom (1-10%)
Atmospheric conditions	Never
Confined/restricted working environment	Seldom (1-10%)
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

Risk Conditions List	Frequency
Exposure to Heights	Seldom (1-10%)
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	Seldom (1-10%)
Noise Intensity	Seldom (1-10%)
Exposure to animals	Seldom (1-10%)
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.