



Land Surveyor III

Job Code	20000028	Job Family	Engineering	Professional / Knowledge Worker	
Department	Trans & Standards Engineering	Reports to	Mgr Trans & Strds Engineering	Union Status	Non-Represented
FLSA Status	Exempt	Pay Grade	2056	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 plans, organizes, and manages all land survey services in the support of the design, maintenance, operations, improvements of and additions to the District's Electric, Water, Generation or Facilities systems in a technically sound, safe, timely, and cost effective manner to enable the District to realize its goals and objectives. Directs the preparation of survey plans, reports, and studies for District projects. Oversees the selection, negotiation, and monitoring of the performance of District contracted land surveyors. Performs complex technical land surveying work using a thorough knowledge of survey field operations, including the laws, rules principles, procedures, and practices used in construction staking and land surveying. Prepares research, survey calculations, mapping, and legal descriptions. Conducts accident investigation surveys and dam deformations measurements. Represents the District as an expert witness in a court of law as required.

Accountabilities

Accountability #1

Ensure outstanding value relative to cost to our customers by ensuring the reliable operation and optimization of the District's delivery systems and assets by conducting boundary, right-of-way, geodetic control, as-built, construction staking, and topography surveys. Completes technical analysis of survey data, prepares legal descriptions, letters, and reports of survey determinations and information, drafts survey maps, and similar responsibilities.

Accountability #2

Ensure 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

Ensure delivery of exceptional value to our customers through continual improvement and innovation by demonstrating and growing understanding of processes, recommending ways to improve processes, making timely decisions and recommendations on topics that impact District policies or

procedures, assist with workload management, and similar responsibilities.

Accountability #5

Ensure the maintenance of powerful partnerships that reflect an understanding of community and customer needs and supporting the District as a first in class provider of Electric and Water services by developing a reputation across the District as an expert in their field of surveying. Is actively sought out by internal customers, external customers, industry peers, and others for technical advice and recommendations. Actively seeks out technical training and industry/trade involvement to improve skillset. Regularly demonstrates advanced problem solving skills by providing clear and effective diagnosis and remedies moderately complex problems, demonstrates and applies knowledge of applicable standards, codes and procedures, and similar responsibilities.

Accountability #6

Ensure delivery of outstanding value relative to cost to our customers by identifying project plans and dependencies related to the District's overall goals with Capital and O&M, making tradeoffs, managing project scope, deliverables timeline and resources, and driving positive change in the organization. May assist with capital budget planning and estimating processes, and similar responsibilities.

Accountability #7

Ensure 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 supporting employees through change, training employees and contractors and developing training programs for the District, being open to receiving feedback from our employees, working daily to ensure a more equitable and inclusive environment, 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 Land Surveying, Engineering, or related field, AND
Four (4) years of experience as a registered Professional Land Surveyor;

OR

Eight (8) years of experience as a registered Professional Land Surveyor, two (2) years of which working in the electric utility industry.

Preferred Education and Experience:

Bachelor's Degree in Land Surveying, or related field.

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

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

Valid Washington State Driver's License.
Registered Washington State Professional Land Surveyor's License (PLS).

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

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

Washington State Survey Recording Act
Land surveying principles and practices

Computer-aided survey map production
Computer-aided survey data analysis
Hydro-electric inspections
Basic knowledge or electrical system design and construction
T&D surveying and staking
Span and sag calculations
Measuring pole rake
Hydro-electric inspections
Organize and manage complex projects
Apply sound survey principles and practices to utility projects
Train assigned staff
Monitor contracted services
Analyze data and produce accurate maps and reports
Communicate effectively, both orally and in writing, with all levels of the organization, contractors, outside agencies, and the public

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	Seldom (1-10%)
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	Occasional (11-33%)
Reach	Frequent (34-66%)
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)	Frequent (34-66%)
Fine finger manipulation	Frequent (34-66%)
Operate foot controls	Frequent (34-66%)
Lift (note weight in open text box below)	Frequent (34-66%)
Carry (note weight in open text box below)	Frequent (34-66%)
Push/Pull (note specifics in open text box below)	Seldom (1-10%)
Work rapidly for long periods	Occasional (11-33%)
Use close vision	Frequent (34-66%)
Use distance vision	Frequent (34-66%)
Use color vision	Frequent (34-66%)
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	Frequent (34-66%)
Work alone	Frequent (34-66%)
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	Frequent (34-66%)
Organization	Frequency
Plan own work activities	Frequent (34-66%)
Plan work activities of others	Frequent (34-66%)
Direct work activities of others	Frequent (34-66%)
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

Environmental Conditions List	Frequency
Exposure to weather	Frequent (34-66%)
Wet and/or humidity	Frequent (34-66%)
Atmospheric conditions	Frequent (34-66%)
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

Risk Conditions List	Frequency
Exposure to Heights	Seldom (1-10%)
Exposure to Electricity	Seldom (1-10%)
Exposure to Toxic or Caustic Chemicals	Seldom (1-10%)
Working with Explosives	Never
Exposure to Radiant Energy	Never
Extreme Cold	Occasional (11-33%)
Extreme Hot	Occasional (11-33%)
Proximity to Moving Mechanical Parts	Seldom (1-10%)
Noise Intensity	Frequent (34-66%)
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.

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.