



Manager, Generation Operations & Engineering

Job Code	20000341	Job Family	Manager/1st Level leader	Leader	
Department	Generation Engineering	Reports to	Sr Mgr Generation Eng O&M	Union Status	Non-Represented
FLSA Status	Exempt	Pay Grade	2062		
Last Updated	8/29/2022				

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

Manages the delivery of water to City of Everett and required minimum instream flows to water courses. Manages the 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. Manages the planning, implementation, monitoring and administration of large scale District-delivery generation projects. Provides recommendations in the assessment of potential future District-owned generation resources, including hydroelectric, thermal, geothermal, solar, tidal, and other generating technologies that require major construction and project management. 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 and predictive maintenance programs. Assists with the development of Public Works and Professional Services Contracts.

Accountabilities

Accountability #1

Demonstrate continual improvement that delivers outstanding value to our customers by developing, recommending, and effectively managing budgets, identifying, evaluating, and recommending resourcing options that reflect appropriate prioritization and tradeoffs between cost and quality results, determining and realizing opportunities for improved efficiency and effectiveness, and similar responsibilities.

Accountability #2

Create 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 providing employees opportunities to develop, supporting employees through change, hiring the right person for the right job, recognizing employee performance and achievements, being open to receiving feedback from our employees, and working daily to ensure a more equitable and inclusive environment, and similar responsibilities.

Accountability #3

Leverage technology and prudently manage costs to deliver outstanding value to our customers by proactively managing the health of the Generation department's physical and environmental assets, promoting the implementation and use of sound proven life-cycle asset management technology, investing in assets to ensure their reliability, effectiveness, and benefit to the overall system (including the environment), replacing or removing assets that no longer function as intended and are irreparable, empowering department staff to proactively do the same, and similar responsibilities.

Accountability #4

Deliver excellent customer experiences through reliable, dependable, predictable service by ensuring

that the Operations & Engineering group is appropriately staffed and trained so employee skill sets match the work and the right person is hired for the right job (and that the right employee is doing the right job), exposed to innovative and technologically advanced systems that expand their understanding of the industry, and similar responsibilities.

Accountability #5

Deliver environmentally sustainable services that demonstrates the District’s stewardship and value of the natural environment by leading and creating a culture of continual improvement that delivers outstanding value to our customers (internal, external, and environmental), by recognizing opportunities for improved efficiency and effectiveness, by working with employees to create positive change, by being open to innovation, and similar responsibilities.

Accountability #6

Deliver exceptional value to our customers through fiscally responsible planning and management by developing accurate budgets, tracking actuals and making adjustments through the year as needed, by communicating transparently regarding schedules and ability to complete work as budgeted, and similar responsibilities.

Accountability #7

Achieve the highest level of employee and community trust in how the District manages all Generation Project by ensuring compliance with all licenses, permits, and regulations, by ensuring open communication with District leaders and stakeholders regarding work requirements to obtain such compliance, by ensuring staff understands and complies with District Directives, safety rules and other related policies and procedures, by ensuring department goals and objectives align with District goals and objectives, and similar responsibilities. This includes activities related to Dam Safety, Emergency Action Plans, permits and other regulatory and compliance requirements for terrestrial, wildlife, cultural, recreation, and aquatic issues as well as other Federal, State and Local regulations and similar responsibilities.

Accountability #8

Demonstrate powerful partnership that serves as a valuable resource for our customers, industry peers, and community partners by guiding and leading others to work smart: prioritize, plan and execute all work; allow flexibility and grace for unanticipated emergent situations and accept sensible schedule adjustments to meet new priorities; communicate proactively with industry connections to remain current on reliable technology, and similar responsibilities

Accountability #9

Accountability #10

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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, or related field; AND
Four (4) years of progressively more responsible engineering experience.

Preferred Education and Experience:

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

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

Washington State Driver License
Washington State Professional Engineer License (PE) or the ability to obtain through reciprocity

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

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

Teamwork processes and team leadership methodologies, theories and practices, including employee involvement techniques.

Methods and techniques used in effective management; executive management presentation and communication techniques.

Planning, design, analysis, construction, maintenance of electrical generation or hydroelectric facilities.

Comprehensive electrical/civil/mechanical/engineering principals and practices; engineering and project management principles and practices for electrical generating systems.

Negotiation, relationship building/partnering, and conflict management/ mediation.

Cost benefits analysis and engineering economics.

Public works contract requirements and administration.

Applicable Federal, State, and local laws and regulations pertaining to generation facility design and construction.

Industry Safety programs, policies, rules and regulations.

Financial and budgeting processes; short- and long-range planning.

Collective Bargaining Agreements

Organizational systems and business processes.

Training theory and practice.

Computer applications including word processing, spreadsheets and data bases.

Supervise, coach and assist staff in development of management/leadership skills; manage confidential information.

Learn, interpret and apply District policies, procedures and directives.

Build and manage effective teams and facilitate alignment with District goals and objectives.

Use independent and discretionary judgment.

Effectively coordinate a variety of activities with varying priorities.

Analyze and effectively resolve problems.

Proactively and constructively deal with conflict.

Communicate and work effectively with all levels of the organization, governmental agencies, vendors and the public.

Create an environment for employee empowerment and development.

Coach staff to develop and implement new and improved processes and work practices to improve productivity.

Work effectively with both technical and non-technical work groups.

Provide leadership to analyze, recommend and implement solutions to complex engineering problems.

Plan, develop and manage complex programs and projects.

Lead organization to implement new methods and practices; identify and work with others to remove barriers to change.

Interpret and understand technical specifications and/or information including Federal, State, and local regulations and commercial law.

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.

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 Senior Manager level.

- Adaptability
- Building Customer Relationships
- Building Talent
- Business Acumen
- Coaching
- Communication
- Continuous Learning
- Courage
- Creating a Culture of Trust
- Creating an Inclusive Environment
- Cultivating Networks and Partnerships
- Customer Focus
- Delegation and Empowerment
- Driving for Results
- Driving Innovation
- Emotional Intelligence Essentials
- Facilitating Change
- Financial Acumen
- Guiding Team Success
- Initiating Action
- Inspiring Others
- Leveraging Feedback
- Planning and Organizing
- Positive Approach
- Professional Knowledge and Aptitude
- Strategic Planning
- Stress Tolerance

Physical Demands

Physical Demands List

Frequency

Sit	Frequent (34-66%)
Walk	Occasional (11-33%)
Stand	Occasional (11-33%)
Drive	Occasional (11-33%)
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	Seldom (1-10%)
Bend/Stoop	Seldom (1-10%)
Squat/Kneel	Seldom (1-10%)
Crawl	Seldom (1-10%)
Reach	Occasional (11-33%)
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)	Occasional (11-33%)
Fine finger manipulation	Frequent (34-66%)
Operate foot controls	Occasional (11-33%)
Lift (note weight in open text box below)	Occasional (11-33%)
Carry (note weight in open text box below)	Occasional (11-33%)
Push/Pull (note specifics in open text box below)	Occasional (11-33%)
Work rapidly for long periods	Seldom (1-10%)
Use close vision	Frequent (34-66%)
Use distance vision	Occasional (11-33%)
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.

Admin: Lift and carry 25 pounds; reach for books and files; push / pull file drawers. Field: Lift and carry 25 pounds; reach for ladder rungs and stabilizing structures on uneven terrain; push / pull car doors and hatches; walk down and up stairs up to 200 ft vertically.

Mental Demands

Communication	Frequency
Understand and carry out simple oral instructions	Seldom (1-10%)
Understand and carry out complicated oral instructions	Seldom (1-10%)
Train other workers	Occasional (11-33%)
Work alone	Frequent (34-66%)
Work as a member of a team	Occasional (11-33%)
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	Occasional (11-33%)
Retain relevant job information	Constant (67-100%)
Reasoning	Frequency
Read and interpret data	Frequent (34-66%)
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	Occasional (11-33%)
Direct work activities of others	Occasional (11-33%)
Resilience	Frequency
Work under pressure	Constant (67-100%)
Work for long periods of time	Constant (67-100%)
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	Occasional (11-33%)
Wet and/or humidity	Occasional (11-33%)
Atmospheric conditions	Occasional (11-33%)

Confined/restricted working environment	Seldom (1-10%)
Vibratory Tasks – High	Seldom (1-10%)
Vibratory Tasks – Low	Seldom (1-10%)

Additional Environmental Conditions in this job not listed above and the associated frequency below.

Risk Conditions List	Frequency
Exposure to Heights	Occasional (11-33%)
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	Seldom (1-10%)
Extreme Hot	Seldom (1-10%)
Proximity to Moving Mechanical Parts	Seldom (1-10%)
Noise Intensity	Occasional (11-33%)
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.