



# Principal Engineer

<b>Job Code</b>	20000009	<b>Job Family</b>	Engineering	<b>Professional / Knowledge Worker</b>	
<b>Department</b>	Various	<b>Reports to</b>	Various	<b>Union Status</b>	Non-Represented
<b>FLSA Status</b>	Exempt	<b>Pay Grade</b>	2061	<b>This Job is a Lead</b>	Yes
<b>Last Updated</b>	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. Serves as a technical resource in field of engineering expertise. Applies intensive and diversified knowledge of engineering principals and practices in a broad area of assignments. 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 and/or complex projects and assignments. Trains, mentors, reviews, approves, and may seal work of unlicensed engineers. May represent the District in conferences, technical and/or business and trade groups.

## 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 serving as a project leader on medium to large projects and/or on projects which may have many 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. Helps develop new standards and practices to support changing technologies and business needs. Assists with training on standards, practices and procedures, 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 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**

Ensure 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**

Ensure 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. May assist with the capital budget planning and estimating processes. May monitor O&M and Capital budgets and recommend changes to projects and priorities to meet budget goals, and similar responsibilities.

**Accountability #7**

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 leading and guiding others to ensure a highly effective team by providing mentorship, education, and growth of other engineers, directing, coordinating, reviewing, and approving work of other staff, project team, and consultants' work, assisting in the development of staffing needs of the department and making recommendations to the manager for optimum levels, assisting the manager in the development and administration of Department budgets, goals, and objectives, acting as the manager in the absence of the manager, and similar responsibilities.

**Accountability #8**

Demonstrate powerful partnerships that reflect an understanding of community and customer needs and provide guidance and direction to ensure the District as a first in class provider of Electric and Water services by developing a reputation across the District and across the industry as an expert in their field of engineering. Is actively sought out by internal customers, external customers, industry peers, and others for technical advice and recommendations, and similar responsibilities.

**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](mailto: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  
Eight (8) years of related engineering experience;

OR

Twelve (12) years of directly related engineering experience.

**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  
Washington State Professional Engineering (PE) License

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

**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.
- Project development and scheduling methodologies, project management.
- Advanced engineering concepts as related to the specific technical area of engineering.
- 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.
- Lead a work group in implementing new technical methods and practices.
- Provide leadership to analyze, recommend and implement solutions to complex engineering problems.
- 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.
- Proficient use of latest technologies applicable and available at the District in performing assigned tasks and projects.
- 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.
- Perform difficult and technical engineering duties in the analysis, design and coordination of projects in the area of technical expertise.
- Communicate effectively both orally and in writing, at all levels of the organization, outside agencies, vendors, contractors and the general public.
- 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:**

Fundamental knowledge of database design, concepts, data entry, analysis, reporting and data dashboards.

## 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

<b>Communication</b>	<b>Frequency</b>
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%)
<b>Comprehension</b>	<b>Frequency</b>
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%)
<b>Reasoning</b>	<b>Frequency</b>
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%)
<b>Organization</b>	<b>Frequency</b>
Plan own work activities	Constant (67-100%)
Plan work activities of others	Frequent (34-66%)
Direct work activities of others	Frequent (34-66%)
<b>Resilience</b>	<b>Frequency</b>
Work under pressure	Frequent (34-66%)
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

<b>Environmental Conditions List</b>	<b>Frequency</b>
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.**

<b>Risk Conditions List</b>	<b>Frequency</b>
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	Seldom (1-10%)
Extreme Hot	Seldom (1-10%)
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.