



Regulatory Scientist I

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|---------------------|-------------------|-------------------|-------------------------|--|-----------------|
| Job Code | 20000960 | Job Family | Regulatory & Compliance | Professional / Knowledge Worker | |
| Department | Natural Resources | Reports to | Mgr Natural Resources | Union Status | Non-Represented |
| FLSA Status | Non-Exempt | Pay Grade | 2055 | 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

This is an entry level position with the opportunity for advancement. This individual would work closely with a seasoned, experienced Environmental Analyst to ensure compliance with environmental laws and regulations as related to the operation of the District's generation facilities. The collection, documentation, and reporting of scientific data necessary to characterize water flow, water quality, aquatic and terrestrial habitat and species use are fundamental aspects of this position.

Accountabilities

Accountability #1

Support ensuring regulatory compliance by monitoring environmental parameters associated with the operation of the District's generating facilities.

Accountability #2

Supports the District's sustainability and environmental stewardship efforts. Supports the implementation of specific environmental measures at the District's hydroelectric facilities, as required by the individual operating licenses for each project as issued by the Federal Energy Regulatory Commission.

Accountability #3

Contributes to delivering information relevant to ongoing project operations through the collection, acquisition, and management of scientific information including accurate recording, filing, analyzing, summarizing, and reporting. Where applicable, assists with solving project challenges through the use of scientific information to make data informed decisions relative to operations and procedures.

Accountability #4

Contributes to license compliance through timely completion of field activities. Assists with scheduling and prioritization of field activities. Coordinates safe and efficient data collection in the field. Identifies and anticipates logistical constraints and proactively addresses them. Organizes and maintains equipment to ensure the timely, efficient and accurate collection of field data.

Accountability #5

Visits jobsites to preview site conditions, evaluate work in progress and provide support to project leaders and field crews performing site planning, construction, maintenance, or emergency response work.

Accountability #6

Assist with demonstrating powerful stakeholder engagement through respect and partnership that proactively anticipates and supports their needs and similar responsibilities.

Accountability #7

Contribute to delivering services that demonstrate the District's commitment to environmental sustainability and stewardship of the natural environment by creating a culture of continual improvement through recognizing opportunities for education and training, improved efficiency and effectiveness, innovation and other similar responsibilities.

Accountability #8

Contribute to delivering excellent customer experiences through powerful cross group partnership and collaboration that improves effectiveness and results by leveraging skill sets and abilities into a strengthened, unified, and cohesive workforce and direction and similar responsibilities.

Accountability #9

Learn to maintain transparency and the trust of our customers and stakeholders in how the District operates with respect to the management of our natural resources and similar responsibilities.

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 an Environmental or Scientific related field.

Preferred Education and Experience:

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:

- Must have knowledge of and be able to demonstrate the application of scientific principles of study.
- Ability to write legibly, take notes, and confidently apply math skills required for field operations and decisions.
- Must be able to observe and accurately document conditions.
- Ability to meticulously follow instructions and adhere to all steps required for successful data collection.
- Ability to think through the logistics associated with the performance of a field activity or investigation.

Preferred Skills and Abilities:

- Ability to assess challenging and changing conditions and to adjust field plans, as necessary.
- Able to provide solid justification and rationale for field based decisions.

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 | Frequent (34-66%) |
| Bend/Stoop | Frequent (34-66%) |
| Squat/Kneel | Frequent (34-66%) |
| Crawl | Seldom (1-10%) |
| 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) | 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 | Never |
| Use close vision | Frequent (34-66%) |
| Use distance vision | Frequent (34-66%) |
| Use color vision | Frequent (34-66%) |
| Use peripheral depth perception | Frequent (34-66%) |
| 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 | Seldom (1-10%) |
| Work alone | Occasional (11-33%) |
| Work as a member of a team | Constant (67-100%) |
| 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%) |

Comprehension

| | Frequency |
|---|--------------------|
| 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%) |

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 | Seldom (1-10%) |
| Direct work activities of others | Seldom (1-10%) |
| 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 | Occasional (11-33%) |

Additional Mental Demands not listed above and associated frequency below.

Work Environment

| 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 | Never |
| Vibratory Tasks – High | Never |
| 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 | Seldom (1-10%) |
| Exposure to Electricity | Never |
| 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 | Seldom (1-10%) |
| Exposure to animals | Occasional (11-33%) |

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.