

Regulatory Scientist II

Job Code	20000036	Job Family	Regulatory & Compliance	Professional / Knowledge Worker
Department	Natural Resources	Reports to	Mgr Natural Resources	Union Status Non-Represented
FLSA Status	Exempt	Pay Grade	2056	This Job is a Lead No
Last Updated	07/27/2025			

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

Assists and advises the District on environmental matters related to project permitting, regulatory policy, and compliance with the terms and conditions of the operating licenses for each of the District's generating facilities. Provides support in decision making on environmental issues through the application of technical expertise, scientific practice, and diverse knowledge. Participates as in interdisciplinary team member and serves as project lead on important environmental initiatives or regulatory affairs impacting the utility. Manages the planning, development, and implementation of scientific studies related to environmental issues or project licensing.

Accountabilities

Accountability #1

Contributes to demonstrating environmental compliance and performs as a District representative on environmental permitting and regulatory issues. Delivers message of compliance by fostering and ensuring community engagement through regular and routine interactions with a wide ranging audience of stakeholders including the general public, ratepayers, schools, sportsmen's groups, recreationalists, local municipalities, state and federal resource agencies, tribes, and the Federal Energy Regulatory Commission.

Accountability #2

Contributes and improves the District's sustainability and environmental stewardship efforts through participation in interdisciplinary environmental, operational, and licensing groups. Review and recommends the implementation of existing and new specific environmental measures at the District's hydroelectric facilities including those required by the individual operating licenses for each project as issued by the Federal Energy Regulatory Commission.

Accountability #3

Partners with engineering and operations staff as a technical specialist / subject matter expert ensuring that the relevant integration of scientific concepts, principles, and processes are used to make data informed decisions relative to project operations and procedures. Provides technical and administrative expertise, advice and assistance to District staff, management, and consultants.

Accountability #4

Reviews, recommends, and conducts environmental studies and sampling of soil, water, air, and other materials and resources related to District facilities and operations and makes recommendations, as appropriate. Oversees, monitors, and organizes the creation and maintenance of all supportive data and information required to ensure compliance with applicable laws and regulations.

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

Maintain and demonstrate powerful stakeholder engagement through respect and partnership that proactively anticipates and supports their needs and similar responsibilities.

Accountability #7

Deliver 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

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

Accountability #9

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, AND
Two (2) years of professional experience as a resource specialist or scientific researcher, or related.

Preferred Education and Experience:

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

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

Valid Washington State Driver's License with a good driving record.

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

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

Must be able to demonstrate clear understanding and application of scientific principles.
Must be able to apply principles when conducting scientific investigations and inquiries.
Must be able to observe and accurately document conditions in a scientifically defensible format.
Analytical responsibilities include performance of comprehensive research and reporting including effective presentation using both verbal and non-verbal communication methods.

Preferred Skills and Abilities:

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	Occasional (11-33%)
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	Seldom (1-10%)
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)	Seldom (1-10%)
Fine finger manipulation	Frequent (34-66%)
Operate foot controls	Frequent (34-66%)
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	Occasional (11-33%)
Use distance vision	Occasional (11-33%)
Use color vision	Occasional (11-33%)
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

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	Seldom (1-10%)
Work as a member of a team	Frequent (34-66%)
Follow standards for work interactions	Frequent (34-66%)
Write communications for clarity and understanding	Constant (67-100%)
Speak with clarity with others	Frequent (34-66%)

Comprehension

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	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	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	Frequency
Exposure to weather	Frequent (34-66%)
Wet and/or humidity	Frequent (34-66%)
Atmospheric conditions	Occasional (11-33%)
Confined/restricted working environment	Never
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	Frequency
Exposure to Heights	Never
Exposure to Electricity	Never
Exposure to Toxic or Caustic Chemicals	Never
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	Never
Exposure to animals	Seldom (1-10%)
Working with angry customers	Never

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.