



# Senior FERC Counsel

<b>Job Code</b>	20000988	<b>Job Family</b>	Legal	<b>Professional / Knowledge Worker</b>	
<b>Department</b>	General Counsel	<b>Reports to</b>	General Counsel	<b>Union Status</b>	Non-Represented
<b>FLSA Status</b>	Exempt	<b>Pay Grade</b>	2063	<b>This Job is a Lead</b>	No
<b>Last Updated</b>	08/24/2023				

## 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 senior attorney within the Legal Services Department is responsible for providing specialized legal and regulatory advice to the electric utility, generation, compliance, transmission, risk, and power marketing groups. The practice of this attorney will concentrate on regulatory, litigation, contracting, and policy matters before the Federal Energy Regulatory Commission (FERC) and other bodies. Areas of focus may include: wholesale power markets and regional transmission organizations, compliance with FERC regulatory requirements and NERC reliability standards, and regulatory litigation. The attorney will assume lead responsibility for various matters and/or assist the District's other in-house attorneys on various matters. Among other duties, the attorney will participate in developing legal and strategic advice regarding key business initiatives, implementing these initiatives, when necessary, through federal, state, and local proceedings and interactions with appropriate staff, advising officers and management on FERC-related matters, and managing internal project teams and outside counsel. This attorney is expected to provide professional, objective and timely legal analysis, supporting legal services, and legal representation in order to successfully manage risk, ensure compliance with requirements and regulations, and represents the District in administrative and formal legal proceedings.

## Accountabilities

### Accountability #1

Manage FERC and state regulatory due diligence for target projects. Identify all regulatory and commercial risks. Stay abreast of all FERC proceedings and make recommendations regarding District involvement. Represent the District through FERC regulatory proceedings, as needed.

### Accountability #2

Support NERC compliance programs and processes, through training, advice and counsel, review of audit documents, and preparation of compliance reports.

### Accountability #3

Prepare, review, and examine complex contracts, power purchase agreements for energy resources, interconnection agreements, and any other legal documents requested for preparation and review by District departments and staff. Preparation and review of documents should focus on clearly defined priorities and enhancing the strategic goals of the District.

### Accountability #4

Advise on legal issues related to organized energy markets, their development and regulation within the Western Interconnection, and the District's participation in them. Prepare expert-level research and memoranda.

**Accountability #5**

Deliver excellent internal customer experiences through powerful cross group partnership and collaboration that improves effectiveness and results by establishing good communication with District groups and staff, and creating positive, collaborative relationships with clients and others. Participate in District committees and work groups as a lawyer/advisor, or as a team participant where appropriate, and similar responsibilities.

**Accountability #6**

Deliver exceptional value to our customers through continual improvement and innovation by maintaining and enhancing knowledge of District policies and procedures, assisting staff in developing and renewing appropriate policies and procedures, assisting other work groups in managing their risks and accountabilities, and similar responsibilities.

**Accountability #7**

Attend and participate in professional industry meetings, conferences, and trainings. Stay current on new trends and innovations in the field of law and the business of the District. Provide mentoring and assistance in various subject matter areas where appropriate and assist in developing and providing training and continuing education programs.

**Accountability #8**

Perform related duties as required.

**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:**

Juris Doctor or equivalent training to qualify for membership in the Washington State Bar Association, AND  
Four (4) years of legal experience involving FERC regulation of the electric industry.

### **Preferred Education and Experience:**

Preference for minimum required experience to be with a public power utility.  
Direct experience with organized energy markets, including day-ahead markets, real-time markets, regional transmission organizations, or independent system operators.

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

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

Active license and in good standing to practice law as a member of any bar association in the United States, with the expectation that individual will obtain Washinton State Bar Association membership within six months from the date of hire.

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

Master of Laws (LLM) or certificate in a specialized area of law.  
Utility leadership certificate.

## Qualifications – Skills and Abilities

### **Minimum Required Skills and Abilities:**

Organized energy markets and regional transmission organizations;  
Contract law and principles of succinct, jargon-free drafting;  
Complex transactions involving electric utilities, particularly power purchase agreements and similar transactions;  
FERC orders, rules, and practices;  
Regulatory filings, particularly market-related rulemaking processes before FERC;  
Legal principles and practices, including civil and administrative law and procedure;  
Judicial procedures and the law of evidence;  
Basic appellate practice;  
Office procedures, methods, and equipment, including computers and applicable software applications;

Methods and techniques of legal research;  
Rules of professional conduct;  
Electric utility industry Define legal issues, collect and analyze information, recommend action;  
Communicate clearly, concisely, and effectively, both orally and in writing;  
Perform high quality legal research; Work with District policies and procedures;  
Work with policies of the Office of General Counsel;  
Analyze and accurately prepare a wide variety of legal documents;  
Work under pressure and with individuals who may be challenging;  
Meet deadlines;  
Use time and resources efficiently;  
Organize and perform multiple tasks to meet deadlines;  
Establish and maintain effective and positive work relationship with groups and individuals inside and outside the office, particularly attorneys, support staff, District staff, and community;  
Work independently or as part of a team, as necessary;  
Work effectively across unity, departmental, and organizational lines to achieve goals;  
Assist others when asked or directed;  
Maintain a high level of confidentiality of records and information;  
Exercise excellent judgment and tact in all relationships;  
Communicate clearly, effectively, and courteously to a wide range of internal and external audiences, including board members, executives, attorneys, judges, staff, and the general public;  
Respond quickly and effectively to unanticipated situations;  
Uphold the highest ethical standards and commitment to professionalism in all areas of work performance and practice;  
Be courteous, professional, and honest at all times;  
Comply with District Directives and polices;  
Seek and receive feedback from colleagues and customers on opportunities to improve processes and outcomes.

***Preferred Skills and Abilities:***

Promote efficient operations and technological systems.  
Promote innovation in District processes and procedures.  
Exercise a high degree of tact and diplomacy.

**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	Constant (67-100%)
Walk	Occasional (11-33%)
Stand	Occasional (11-33%)
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	Never
Bend/Stoop	Never
Squat/Kneel	Never
Crawl	Never
Reach	Never
Work above shoulders (note specific activity in open text box below)	Never
Use Keyboard /mouse	Constant (67-100%)

Use wrist (flexion/extension)	Seldom (1-10%)
Grasp (forceful)	Seldom (1-10%)
Fine finger manipulation	Constant (67-100%)
Operate foot controls	Occasional (11-33%)
Lift (note weight in open text box below)	Never
Carry (note weight in open text box below)	Never
Push/Pull (note specifics in open text box below)	Never
Work rapidly for long periods	Never
Use close vision	Frequent (34-66%)
Use distance vision	Seldom (1-10%)
Use color vision	Never
Use peripheral depth perception	Never
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	Seldom (1-10%)
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	Seldom (1-10%)
Write communications for clarity and understanding	Constant (67-100%)
Speak with clarity with others	Constant (67-100%)

### 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	Seldom (1-10%)
Use intermediate and/or advanced math	Seldom (1-10%)

### 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%)
<b>Resilience</b>	<b>Frequency</b>
Work under pressure	Frequent (34-66%)
Work for long periods of time	Frequent (34-66%)
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	Seldom (1-10%)
Wet and/or humidity	Seldom (1-10%)
Atmospheric conditions	Seldom (1-10%)
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.**

<b>Risk Conditions List</b>	<b>Frequency</b>
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	Never
Extreme Hot	Never
Proximity to Moving Mechanical Parts	Never
Noise Intensity	Never
Exposure to animals	Never
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.