

Senior Manager, Generation Engineering Operations & Maintenance



Job Code	20000314	Job Family	Senior Manager	Leader	
Department	Generation	Reports to	AGM Gen Pwr Rates & Trans Mgmt	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

Provides vision, leadership, management and expertise for the District's Generation department. Oversees and provides strategic direction in the planning, design, permitting, construction, commissioning, environmental management, and operations and maintenance of new and existing generating projects. Provides strategic direction in the assessment of future generation resources, including hydroelectric, storage, and other generating technologies. Establishes work priorities, staff assignments and administrative procedures.

Accountabilities

Accountability #1

Creates a culture of caring, mutual respect and trust that empowers employees to do their best work for the benefit of team members, customers, partners and stakeholders. Provides employees the opportunity to develop through training, positive feedback and coaching. Leads positive change in the organization, recognizes employee performance and achievements, is open to receiving feedback from employees and creates a safe, equitable and inclusive environment. Ensures staff understands and complies with District Directives, safety rules and other related policies and procedures. Ensures department goals and objectives align with District goals and objectives. Ensures that the department is appropriately staffed, including determining the needs of the department to ensure that employee skill sets match the work, ensures the right person is hired for the right job and that the right employee is doing the right job and similar responsibilities.

Accountability #2

Leads and creates a culture of continual improvement that delivers outstanding value to our customers by recognizing opportunities for improved efficiency and effectiveness and working with employees to create positive change. Develops accurate budgets, track actuals and make adjustments through the year as needed and similar responsibilities.

Accountability #3

Achieve the highest level of employee and community trust in how the District manages compliance by ensuring the District's generation projects are operated and maintained in compliance with FERC license requirements and NERC and WECC compliance requirements. 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 #4

Deliver exceptional value to our customers through fiscally responsible planning and management by

developing planning and project management processes that deliver department projects meeting scope, schedule and budget targets This includes oversight of planning, development, organization, permitting, design, communication, implementation and a team of engineers, biologists, consultants, and technicians devoted to specific projects. These projects may impact many business functions, have multi-million dollar budgets, can be mission critical, and require work and coordination of multiple internal and external individuals and groups with diverse interests and responsibilities. Ensures that the design and construction of these projects is consistent with District standards and values for the benefit of customers and similar responsibilities.

Accountability #5

Achieve the highest level of employee and community trust in how the District manages assets by ensuring that the District generation assets are operated and maintained to maximize benefit to District customers through fiscal responsibility, maintaining asset health, environmental sustainability and in accordance with industry best practices, and similar responsibilities.

Accountability #6

Demonstrate powerful partnership that reflects an understanding of community and customer needs by maintaining strong relationships with the City of Everett, the City of Sultan, FERC, Department of Fish and Wildlife, Department of Natural Resources and others to coordinate maintenance, operation, emergency operations and construction related to generation facilities and similar responsibilities.

Accountability #7

Accountability #8

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, 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 utility or related experience;

OR

Eight (8) years of progressively more responsible utility or related experience.

Preferred Education and Experience:

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

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

Ability to travel to generation projects, trainings and conferences.

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

Washington State Professional Engineering License.

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

Engineering and construction concepts
Public work contract requirements and administration
Cost benefits analysis and engineer economics
Methods and techniques used in effective management
Communicate and work effectively with all levels of the organization, governmental agencies,

Native American tribes, vendors, non-governmental organizations and the public.
Supervise, coach and assist staff in development of management/leadership skills.
Provide direction concerning development and implementation of new and improved processes and work practices including measurements to improve productivity.
Work effectively with both technical and non-technical work groups.
Provide direction on the methods to analyze, recommend and implement solutions to complex engineering problems.
Manage confidential information.
Build and manage effective teams and facilitate alignment with District goals and objectives.
Use independent and discretionary judgment.
Effectively coordinate a variety of activities.
Oversee and lead in the analysis and provide direction to resolve problems.
Proactively and constructively deal with conflict.

Preferred Skills and Abilities:

Knowledge of planning, design, analysis, construction, maintenance of electrical generation facilities

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	Seldom (1-10%)
Work on ladders	Seldom (1-10%)
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)	Never
Fine finger manipulation	Constant (67-100%)
Operate foot controls	Seldom (1-10%)
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)	Never
Work rapidly for long periods	Seldom (1-10%)
Use close vision	Occasional (11-33%)
Use distance vision	Seldom (1-10%)
Use color vision	Occasional (11-33%)

Use peripheral depth perception

Seldom (1-10%)

Speak

Occasional (11-33%)

Hear

Frequent (34-66%)

Additional Physical Demands not listed above and associated frequency below.

Ability to lift and carry 25lbs.

Mental Demands

Communication

Frequency

Understand and carry out simple oral instructions

Occasional (11-33%)

Understand and carry out complicated oral instructions

Occasional (11-33%)

Train other workers

Occasional (11-33%)

Work alone

Occasional (11-33%)

Work as a member of a team

Frequent (34-66%)

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

Seldom (1-10%)

Read and carry out complicated instructions

Occasional (11-33%)

Retain relevant job information

Constant (67-100%)

Reasoning

Frequency

Read and interpret data

Occasional (11-33%)

Count and make simple arithmetic additions and subtractions

Occasional (11-33%)

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%)

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
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Exposure to weather	Seldom (1-10%)
Wet and/or humidity	Seldom (1-10%)
Atmospheric conditions	Never
Confined/restricted working environment	Seldom (1-10%)
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
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Exposure to Heights	Seldom (1-10%)
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	Seldom (1-10%)
Noise Intensity	Seldom (1-10%)
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.