

# Senior Manager, Rates Economics & Energy Risk Management



<b>Job Code</b>	20000107	<b>Job Family</b>	Senior Manager	<b>Leader</b>	
<b>Department</b>	Rates Econ & Energy Risk Mgmt	<b>Reports to</b>	AGM Gen Pwr Rates & Trans Mgmt	<b>Union Status</b>	Non-Represented
<b>FLSA Status</b>	Exempt	<b>Pay Grade</b>	2063		
<b>Last Updated</b>	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 leadership for the development of critical information and analysis of economic considerations in relation to rates and energy risk management. Provides economic analysis on power supply, transmission, demand side, and related issues confronting the District. Provides support analysis for the Integrated Resource Plan and functions as a consultant to internal and external customers providing pricing, forecasting, economic analysis and rate impact management as required. 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. Provide employees the opportunity to develop through training, positive feedback and coaching. Leads positive change in the organization, recognize employee performance and achievements, be open to receiving feedback from employees and create 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 the employee skill sets match the work, ensure the right person is hired for the right job and that the right employee is doing the right job and similar responsibilities.

### Accountability #2

Achieve the highest level of employee and community trust in how the District manages energy risk management by leading the District's Energy Risk Management function. Is accountable for the District's weekly Energy Risk Management meetings and Risk Management Manual. Work with the Risk Committee to ensure the District's load resource balance positions stay within the energy risk management limits. Keep the Executive Leadership Team and Board of Commissioners updated on risk management issues and activities. Delivers daily/weekly forward Price Curves for electricity and natural gas for calculation of District power supply Mark-to-Market (MTM) positions and power contract margin calls. Develops and maintains the District's power supply Value at Risk (VAR) and Mark-to-Market calculation methodologies and programs. Maintains the District's Load / Resource Balance Book for tracking the District's net power supply positions. Participates as a member of and provide leadership and analysis for the District's Short Term Resource Selection (STRESS) Group and similar responsibilities.

### Accountability #3

Deliver exceptional value to our customers through fiscally responsible planning and management by leading and delivering load forecasts to determine future District sales, revenues and number of

customers. Compares actual sales to forecasts of sales, prepares timely reports and distributes to management. Prepares annual load forecast executive summary. Leads the development of economic and statistical models to analyze effects of policy action on the District, the local economy and customers (i.e. price elasticity studies, local employment impacts of rate changes, the effects of fuel switching) and similar responsibilities.

**Accountability #4**

Demonstrate outstanding value relative to cost to our customers by leading and developing Cost of Service Analysis (COSA) studies to determine the District's revenue requirement and class of service cost allocations and development of appropriate rate structures and actual rates. Delivers new rate structures to meet customer needs, drive efficient customer usage behaviors and match technology developments and similar responsibilities.

**Accountability #5**

Demonstrate outstanding value relative to cost to our customers by leading and delivering economic and strategic analysis for energy resource related projects such as new and existing power supply generation and new demand side resources. Performs economic modeling for the District's Integrated Resource Planning process and similar responsibilities.

**Accountability #6**

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 #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](mailto:HRRecruiting@snopud.com), or by phone at 425-783-8655.

## Qualifications – Education and Experience

### **Minimum Required Education and Experience:**

Bachelor's Degree in Economics, Finance, Business Administration, or related field, AND  
Six (6) years of progressive related electric utility experience in energy risk management, cost of service analysis, rate design, and economic analysis.

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

Master's Degree in Economics or MBA in Finance with training in quantitative methods, statistics and probability theory

## 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:**

Stress testing of power market positions  
Value at Risk (VAR) methods and models for power supply portfolios for use in energy risk

management and Integrated Resource Planning  
Mark-to-Market (MTM) methods and develop models for power supply portfolios  
Call Options, Put Options, Collars, and other energy and financial market risk management products and methods  
Cost of Service (COSA) analysis methods and techniques  
Demand-side resource verification and evaluation methods and techniques  
Economic analysis and statistical techniques  
Time series analysis  
Econometric techniques as applied to residential and business energy issues  
Specifying and estimating econometric consumer and business electric demand functions  
Modeling and estimating aspects of the local economy relevant to power and conservation issues  
Construct energy risk management computer models for use in managing energy market risks  
Perform research and analysis.  
Communicate and work effectively, both orally and in writing, with various levels of the organization, outside agencies, and customers.  
Supervise, coach and assist staff in development of management/leadership skills.  
Build and manage effective teams and facilitate alignment with District goals and objectives.  
Solve problems.  
Write formal reports and make presentations.  
Use independent and discretionary judgment.  
Manage confidential information  
Develop forward curves for electric and natural gas markets  
Implement energy market hedging techniques and strategies.  
Apply rate design methods and techniques  
Perform power generation project analysis methods and techniques

***Preferred Skills and Abilities:***

**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	Constant (67-100%)
Walk	Seldom (1-10%)
Stand	Seldom (1-10%)
Drive	Seldom (1-10%)
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)	Never
Fine finger manipulation	Constant (67-100%)
Operate foot controls	Seldom (1-10%)
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	Seldom (1-10%)
Use close vision	Frequent (34-66%)
Use distance vision	Seldom (1-10%)
Use color vision	Occasional (11-33%)
Use peripheral depth perception	Seldom (1-10%)
Speak	Occasional (11-33%)
Hear	Constant (67-100%)

**Additional Physical Demands not listed above and associated frequency below.**

## 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	Frequent (34-66%)
Work as a member of a team	Occasional (11-33%)
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	Occasional (11-33%)
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	Occasional (11-33%)

### 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	Seldom (1-10%)
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

<b>Environmental Conditions List</b>	<b>Frequency</b>
Exposure to weather	Never
Wet and/or humidity	Never
Atmospheric conditions	Never
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	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.