



State Government & External Affairs Specialist III

Job Code	20000961	Job Family	Relationship Management	Professional / Knowledge Worker	
Department	Govt and Ext Affairs	Reports to	Gov & External Affairs Director	Union Status	Non-Represented
FLSA Status	Exempt	Pay Grade	2060	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

Under direction of the Director of Government Relations & External Affairs, leads the state government relations functions of the District. In consultation with the Director, ELT and Commission, plans and executes a comprehensive state government affairs strategy that advances the District's mission and goals with state elected officials, agency staff, regulatory bodies and stakeholder groups. Serves as the District's principal liaison to state elected officials.

Accountabilities

Accountability #1

Establish and manage the District's strategy for strengthening relationships with state elected officials and government agencies increasing their understanding and support for District operations, projects and priorities, and similar responsibilities.

Accountability #2

Develop and lead the process to recommend priority legislative issues and policy positions for the District. Leverages internal expertise and community stakeholder group input in developing policy position and priority recommendations. Engages District leadership to ensure alignment and clarity across the District. Responsible for reporting to departments across the District on issues of importance (ex. state proclamations, press conferences), and similar responsibilities.

Accountability #3

Responsible for all state legislation and policy activities; work with District staff to analyze potential impacts to the District; provide guidance and regular updates to the Director of Government Relations & External Affairs and District policy-makers on key issues. Develop and enact strategies for engagement to best position the District on legislative and regulatory issues of importance. Identify and engage in creative and new ways to leverage stakeholders with shared interests to bolster influence with state policy makers. Serve as principal liaison to state lawmakers and key agency staff, and similar responsibilities.

Accountability #4

Develop communication strategies and leads proactive engagement with state legislators, agencies, stakeholders, and industry associations to maximize District impact on activities that affect or may be of interest to Snohomish PUD. Leverage subject matter experts across the District to bolster District priorities and brand among decision makers. Provide regular reports to District policy makers on issues of importance, and similar responsibilities.

Accountability #5

Develop and implement strategies to collaborate with stakeholders - including associations, community organizations, industry peers, and government relations staff from other agencies/industries - on shared issues of interest to bolster influence with state policy makers. Engage the community inside and outside of the District in developing and supporting the District's state government relations priorities, and similar responsibilities.

Accountability #6

Direct and/or indirect supervision of junior State Government & External Affairs staff and independent contractors as deemed needed by the Director of Government & External Affairs, 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 Political Science, Public Affairs, Public Relations, Communications, or related field, AND

Four (4) years of experience in government or external relations, related field;

OR

Eight (8) years of experience in government or external relations, related field.

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

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

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

State legislative, regulatory and executive processes;

Energy and environment policy;

External & community relations principles and practices;

Project management and planning principles and practices;

Developing and maintaining relationships with public officials and their staffs;

Communicating effectively with all levels of management, board of commissioners, and staff as well as external individuals and groups;

Analyzing and interpreting legislation and policy documents;

Communicating complex concepts in verbal and written mediums;

Preparing a variety of written communications such as reports, testimony, and presentations;

Public speaking;

Planning and organization;

Managing and coordinating special projects;
Developing and implementing strategic work plans as well as responding to short-term objectives;
Attention to detail and strong follow-through;
Critical and strategic thinking;
Event planning and management;
Working independently, as well as with teams;
Working with people from diverse backgrounds;
Utilizing technology to streamline and bolster communications.

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	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	Seldom (1-10%)
Bend/Stoop	Seldom (1-10%)
Squat/Kneel	Seldom (1-10%)
Crawl	Never
Reach	Seldom (1-10%)
Work above shoulders (note specific activity in open text box below)	Never
Use Keyboard /mouse	Constant (67-100%)
Use wrist (flexion/extension)	Constant (67-100%)
Grasp (forceful)	Seldom (1-10%)
Fine finger manipulation	Frequent (34-66%)
Operate foot controls	Never
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)	Seldom (1-10%)
Work rapidly for long periods	Frequent (34-66%)
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	Frequent (34-66%)
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	Frequent (34-66%)
Understand and carry out complicated oral instructions	Frequent (34-66%)
Train other workers	Occasional (11-33%)
Work alone	Occasional (11-33%)
Work as a member of a team	Constant (67-100%)
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	Frequent (34-66%)
Read and carry out complicated instructions	Frequent (34-66%)
Retain relevant job information	Frequent (34-66%)
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	Never
Organization	Frequency
Plan own work activities	Frequent (34-66%)
Plan work activities of others	Occasional (11-33%)
Direct work activities of others	Occasional (11-33%)
Resilience	Frequency
Work under pressure	Frequent (34-66%)
Work for long periods of time	Frequent (34-66%)
Work on several tasks at the same time	Constant (67-100%)

Additional Mental Demands not listed above and associated frequency below.

Work Environment

Environmental Conditions List

Environmental Conditions List	Frequency
Exposure to weather	Seldom (1-10%)
Wet and/or humidity	Seldom (1-10%)
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.

Risk Conditions List

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	Never
Extreme Hot	Never
Proximity to Moving Mechanical Parts	Never
Noise Intensity	Never
Exposure to animals	Never
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.