



Vegetation Management Superintendent

Job Code	20000033	Job Family	Manager/1st Level leader	Leader	
Department	Vegetation Management	Reports to	Sr Mgr Reg Design&Const Svcs	Union Status	Non-Represented
FLSA Status	Exempt	Pay Grade	2059		
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

Manages and supports employees in the Vegetation Management Department including Tree Crews, Notifiers, and Coordinators. Ensures customer needs are met in a timely manner. Manages overall budget for office or team.

Accountabilities

Accountability #1

Create a culture of caring, mutual respect and trust that empowers current and future employees to do their best work for the benefit of our team members, customers, partners and stakeholders by providing employees opportunities to develop, supporting employees through change, hiring the right person for the right job, recognizing employee performance and achievements, being open to receiving feedback from our employees and working daily to ensure a more equitable and inclusive environment, and similar responsibilities.

Accountability #2

Demonstrate continual improvement that delivers outstanding value to our customers by developing, recommending and effectively managing budget/s, identifying, evaluating and recommending resourcing options that reflect appropriate prioritization and tradeoffs between cost and quality results, determining and realizing opportunities for improved efficiency and effectiveness, and similar responsibilities.

Accountability #3

Maintain transparency and the trust of our customers and stakeholders by consistently producing high quality and timely results including excellent customer service, support to employees, performance management, and efficient planning of work.

Accountability #4

Uses independent and discretionary judgment in managing the work of the department, assigned staff, and projects that require cross-departmental involvement while producing sound decision making results.

Accountability #5

Increase the public's confidence in the quality of vegetation management by maintaining current knowledge of industry standards in vegetation management practices and similar responsibilities.

Accountability #6

Ensures staff serve as a fundamental, essential, knowledgeable and direct communication link between the District, customers, vendors, and contractors related to vegetation management, and similar

responsibilities.

Accountability #7

Achieve the highest level of employee and community trust in how the District manages compliance by monitoring contracts and budgets for the Vegetation Management department, and similar responsibilities.

Accountability #8

Achieve the highest level of employee and community trust in how the District manages compliance by checking for compliance with District Directives and State and District safety regulations for customers in the local service area. Coordinates actions and makes recommendations as appropriate, and similar responsibilities.

Accountability #9

Demonstrate outstanding value relative to cost to our customers by coordinating vegetation management resources with construction and customer service staff to ensure the efficient and cost effective delivery of service to our customers. Provides prompt attention to customers with problems, questions and/or concerns 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:

Six (6) years combined progressive vegetation and forestry management experience in a

construction or utility related industry, including three (3) years in a lead or supervisory capacity;

OR

Six (6) years electric utility related experience including a working knowledge of distribution and power system design, construction and operation, including three (3) years in a lead or supervisory capacity.

Preferred Education and Experience:

Degree in Forestry Practices or related coursework.

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

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

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

Certified Arborist.

Qualifications – Skills and Abilities

Minimum Required Skills and Abilities:

Current management practices.

Ability to learn Vegetation Management standards for overhead and underground electrical distribution and transmission systems.

Budgeting and Accounting practices.

Supervise, coordinate and coach.

Use independent and discretionary judgment.

Sound Decision Making.

Analyze and solve problems.

Communicate and work effectively with all levels in the organization, outside agencies, and the public.

Manage confidential information.

Coordinate a variety of responsibilities and activities.

Ability to adapt to changing utility world.

Project management, negotiation, relationship building/partnering, conflict management/mediation.

Computer applications including outlook, word processing, spreadsheets and data bases.
Customer service techniques and practices.
Financial and budgeting processes
Applicable Federal, State, Local and District regulations.
Environmental Protection Agency requirements as they affect area of responsibility.
Safety rules and regulations.
Government restrictions affecting right-of-way clearing and maintenance.
Tree species, tree trimming and removal procedures and other methods of brush control and vegetation management
Equipment used in accomplishment of right-of-way maintenance.
Engineering and design practices.
Build and manage effective teams and facilitate alignment with District goals and objectives.

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 Manager level.

Adaptability
Aligning Performance for Success
Building Customer Relationships
Building Talent
Coaching
Communication
Continuous Improvement
Continuous Learning
Courage
Creating a Culture of Trust
Creating an Inclusive Environment
Customer Focus
Delegation and Empowerment
Driving for Results
Driving Innovation
Emotional Intelligence Essentials
Empowering Decision Making
Execution

Guiding Team Success
 Initiating Action
 Inspiring Others
 Leveraging Feedback
 Positive Approach
 Professional Knowledge and Aptitude
 Selecting Talent
 Stress Tolerance
 Technology Savvy

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	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	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	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)	Seldom (1-10%)
Work rapidly for long periods	Seldom (1-10%)
Use close vision	Occasional (11-33%)
Use distance vision	Occasional (11-33%)
Use color vision	Seldom (1-10%)
Use peripheral depth perception	Seldom (1-10%)
Speak	Constant (67-100%)

Hear

Frequent (34-66%)

Additional Physical Demands not listed above and associated frequency below.

Lift/carry/push 25 lbs.

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 Frequent (34-66%)

Work as a member of a team Frequent (34-66%)

Follow standards for work interactions Constant (67-100%)

Write communications for clarity and understanding Occasional (11-33%)

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 Frequent (34-66%)

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

Organization

Frequency

Plan own work activities Frequent (34-66%)

Plan work activities of others Frequent (34-66%)

Direct work activities of others Constant (67-100%)

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 Frequent (34-66%)

Additional Mental Demands not listed above and associated frequency below.

Work Environment

Environmental Conditions List	Frequency
Exposure to weather	Seldom (1-10%)
Wet and/or humidity	Seldom (1-10%)
Atmospheric conditions	Seldom (1-10%)
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
Exposure to Heights	Never
Exposure to Electricity	Seldom (1-10%)
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	Seldom (1-10%)
Exposure to animals	Seldom (1-10%)
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.

Occasionally - 1x quarter or 4-6 times a year

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.