Senior Manager, Transmission & Distribution System Operations & Engineering

Job Code	20000129	**Job Family**	Senior Manager	**Leader**	
Department	Sr Mgr Trans & Dist	**Reports to**	Chief Operating and Legal Officer	**Union Status**	Non-Represented
FLSA Status	Exempt	**Pay Grade**	2063		
Last Updated	11/19/2026				

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 senior leadership for Transmission and Distribution System Operations and Engineering, integrating system planning and protection, Energy Control Center operations, operational technology engineering, energy storage and emerging technologies, reliability analysis, wildfire mitigation and grid modernization. Leads managers, superintendents, engineers, and technical teams; to deliver safe, reliable, resilient, and cost-effective electric service consistent with the District's mission, strategic plan, and values. Establishes direction for long-range system capacity, capital investment priorities, operational readiness, distributed energy resource integration, and interconnection governance. Aligns people, processes, data, and technology across departments to sustain critical operating systems, strengthen storm response, support wildfire risk reduction, and realize measurable benefits from grid investments

Accountabilities

Accountability #1

Culture, Leadership, and Workforce Performance: Foster a culture of care, respect, trust, and equity where employees feel valued and empowered to do their best work. Set clear expectations, manage and evaluate performance, provide coaching and recognition, support development and training, and hold employees accountable while ensuring compliance with District directives, safety rules, and related policies.

Accountability #2

Financial Stewardship and Resource Optimization: Deliver exceptional customer value through fiscally responsible planning and management by developing, overseeing, and monitoring departmental budgets; prioritizing work and resources; evaluating tradeoffs between cost and quality; and identifying opportunities to improve efficiency and effectiveness. Communicate budget impacts and interdependencies across departments as needed.

Accountability #3

Strategic Workforce and Resource Planning: Ensure effective resource and staff planning by evaluating departmental staffing needs and making recommendations to the COO regarding staffing level adjustments. Oversee hiring processes to ensure selection of the right people for the right roles in alignment with District strategic and cultural objectives, and critical divisional goals.

Accountability #4

Performance Measurement and Change Leadership: Drive measurable results through performance management and change leadership by establishing, monitoring, and acting on key performance indicators (KPIs) at the departmental, divisional and District levels. Serve as sponsor for relevant change initiatives and provide guidance to other departments to support effective implementation,

compliance, and continuous improvement.

Accountability #5

Partnerships, Compliance, and Community Engagement: Collaborate with communities and customers in the District to develop and manage customer focused programs and policies. Provide value through responsible planning, budget oversight, work management, compliance, and clear communication of factors impacting customer experience and departmental budgets.

Accountability #6

Strategic Planning & Execution: Translate the District's strategy and the Distribution and Engineering divisional operating goals into a meaningful work plan by establishing priorities, outcomes, and governance to deliver measurable results. Assist in future strategic and corporate risk management activities to help inform teams about upcoming risks and opportunities relative to Transmission and Distribution.

Accountability #7

Capital Planning and Program Governance: Prioritize system operations, engineering, and grid modernization investments based on capacity, asset condition, risk, and customer value to improve reliability and lifecycle cost. Oversee assigned projects and programs for scope, schedule, cost, and benefits; coordinate dependencies, resolve tradeoffs, and escalate decisions with clear recommendations.

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, Business, or related field, AND
Six (6) years of experience in the Electric Utility industry;

OR

Ten (10) years of experience in the Electric Utility industry.

***Preferred* Education and Experience:**

Masters Degree in Business, Engineering or related field.

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

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

Valid Washington State Driver's License with a good driving record

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

Washington State Professional Engineer License.

Qualifications – Skills and Abilities

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

Communicate and work effectively, both orally and in writing, with all levels of the organization, outside agencies and customers.
Research, analyze and prepare technical briefs and positions.
Use independent and discretionary judgment.
Manage multiple projects, programs, and issues concurrently.
Handle confidential information.
Provide leadership and coach.
Lead multidisciplinary teams through managers and superintendents; coach leaders, build

technical capability, and support succession and knowledge transfer.
Integrate system planning, protection, real-time operations, and operational technology requirements; evaluate technical and investment tradeoffs; and translate complex risks into clear recommendations, work plans, and measurable outcomes.

Preferred **Skills and Abilities:**

Local, state and national safety and environmental laws and regulations.
Washington L&I and the Occupational Safety and Health Act (OSHA).
District policies, procedures, operations, and authorities.
Management and supervisory principles and practices.
Utility operations and practices and storm restoration and mutual assistance experience.
Electric system modeling and planning tools; protection coordination; ADMS, EMS, OMS, SCADA, and historian applications; distribution automation; and operational technology lifecycle management.
Applicable reliability standards and operational technology cybersecurity practices; distributed resource integration and interconnection studies; risk-based capital planning; grid modernization governance; and wildfire mitigation coordination.

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	Occasional (11-33%)
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	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)	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)	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	Constant (67-100%)
Use distance vision	Occasional (11-33%)

Use color vision	Seldom (1-10%)
Use peripheral depth perception	Occasional (11-33%)
Speak	Frequent (34-66%)
Hear	Frequent (34-66%)

Additional Physical Demands not listed above and associated frequency below.

Duties are performed primarily in an office environment.
• Incumbent may be required to work irregular hours.
• Travel to indoor and outdoor work sites may be required for presentations, site testing, and evaluation.
• Travel to indoor or outdoor work sites is required for presentations, data collection, and other duties.
• Exposure to electrical/physical hazards, inclement weather, and other stresses may occur when visiting job sites.

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	Constant (67-100%)
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	Occasional (11-33%)
Read and carry out complicated instructions	Occasional (11-33%)
Retain relevant job information	Frequent (34-66%)
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	Frequent (34-66%)
Direct work activities of others	Occasional (11-33%)
Resilience	**Frequency**
Work under pressure	Frequent (34-66%)

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.
Storm restoration efforts and employee conflicts can be very mentally demanding.

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.
Travel to indoor and outdoor work sites may be required for presentations, customer interactions, and worker/site evaluations.

Risk Conditions List	Frequency
Exposure to Heights	Never
Exposure to Electricity	Seldom (1-10%)
Exposure to Toxic or Caustic Chemicals	Seldom (1-10%)
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	Seldom (1-10%)

Additional Risk Conditions present in this job not listed above and the associated frequency below.
Tripping and fall hazards along with driving and other jobsite hazards may exist during field visits.

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.