Senior Strategic Performance Analyst

Job Code	20001137	**Job Family**	Business Analysis	**Professional / Knowledge Worker**	
Department	Strategic Planning	**Reports to**	Program Director	**Union Status**	Non-Represented
FLSA Status	Exempt	**Pay Grade**	2060	**This Job is a Lead**	No
Last Updated	11/01/2026				

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

The Senior Strategic Performance Analyst plays a key role in shaping how the organization defines, interprets, and uses performance information to drive strategic and operational decisions. This position facilitates complex key performance indicator (KPI) development efforts, improves performance frameworks and serves as a lead contributor in generating enterprise-level insights that support organizational accountability and performance improvement.

Working in close partnership with the Program Director, this role serves as an advisor and subject matter expert on organizational performance measurement, analytics, reporting and performance management practices. This position is responsible for influencing decision-making, challenging assumptions, and elevating performance management practices across the organization. This role partners with Data & Analytics and Enterprise Risk Management to define data needs and ensure alignment on key performance and risk metric definition and reporting. Through expert analysis, facilitation, and influence, this role helps translate strategy into measurable outcomes and continuously improves how performance information is monitored, communicated and acted upon across the enterprise.

Accountabilities

Accountability #1

Partnership with Program Director

- Serve as a strategic extension of the Program Director on performance measurement and analytics
- Help translate strategic priorities into coherent, measurable performance insights and actionable recommendations
- Anticipate issues, identify risks and opportunities, and develop solutions with minimal direction
- Support and help shape executive-level discussions, decisions and cross-functional strategic initiatives
- Independently lead analytical workstreams and provide expert consultation on complex organizational performance issues
- Serve as a trusted advisor to leaders on performance measurement, reporting and organizational effectiveness

Accountability #2

Enterprise KPI Design & Performance Frameworks

- Facilitate development of complex, cross-functional KPIs and performance measures aligned to strategic objectives and operating goals.
- Evaluate, challenge and refine existing performance measures to ensure metrics accurately reflect true outcomes and decision needs

- Identify gaps, inconsistencies, and opportunities to improve performance measurement across divisions, recommending solutions that enhance organizational effectiveness
- Provide expert guidance on performance management best practices, helping to strengthen and mature the organization's approach to performance measurement and reporting

Accountability #3

Strategic Analysis & Insight

- Monitor performance against goals, analyze variances to explain drivers of performance and translate findings into clear, actionable insights
- Conduct complex, multi-dimensional analysis connecting operational performance to strategic outcomes
- Partner with the Program Director to develop executive-level performance discussions, presentations and narratives
- Identify, access and monitor enterprise-level trends, shifts, risks, and trade-offs that may impact organizational objectives
- Translate complex data and analysis into actionable insights, strategic implications and decision options for leadership
- Conduct independent analysis to support strategic and operational decision-making

Accountability #4

Facilitation, Coaching & Influence

- Facilitate complex, cross-functional discussions that advance organizational performance, and drive accountability and results
- Advise and coach leaders and teams on defining meaningful metrics and interpreting performance
- Navigate resistance and organizational dynamics with sound judgment and credibility
- Build trust and credibility as a neutral, strategic advisor

Accountability #5

Dashboard Development

- Design, build, and maintain advanced Power BI dashboards for enterprise and division performance that are intuitive, relevant, and decision-oriented
- Partner with Data & Analytics to define data needs and ensure alignment as well as establish and promote standards for dashboard clarity, usability, and consistency
- Ensure performance reporting tools remain aligned with evolving strategic priorities

Accountability #6

Performance Tracking Strategy & Improvement

- Continuously improve the strategic plan and division operating plan tracking systems, ensuring they effectively supports enterprise performance management
- Evaluate and refine how the system captures work items, deliverables, risks, dependencies, and performance indicators
- Redesign structures, workflows, and data standards to improve alignment with strategic priorities and decision-making needs
- Ensure strong integration between tracking systems, performance dashboards (Power BI), and reporting processes
- Proactively Identify systemic issues (e.g., inconsistent data entry, unclear fields, misaligned structures) and lead improvements
- Establish standards and guidance that improve data quality, usability, and consistency across divisions
- Provide recommendations on future enhancements, tools, or approaches to strengthen end-to-end performance tracking and visibility

Accountability #7

Strategic & Operational Reporting

- Lead and coordinate the strategic plan reporting process and reporting for operating plans
- Manage timelines, templates, and responses to ensure high-quality reporting.
- Ensure reporting is insight-driven, not just compiled
- Identify systemic gaps or inconsistencies in reporting and drive resolution
- Develop executive-ready reporting materials
- Lead improvements to the quarterly reporting process, structure, and outputs

Accountability #8

Strategic Plan Development Support & Improvement

- Support the Program Director in design and execution of the strategic planning lifecycle; lead defined components of the process
- Partner with leadership to develop and refine outcome-based KPIs and success criteria for strategic objectives
- Lead analytical support for strategic foresight work, including research on trends and signals and development of supporting scenario analysis
- Execute and evolve the strategic initiative prioritization framework with direction from the Program Director and leadership; lead analysis of initiative options and trade-offs
- Facilitate working-level planning sessions and cross-functional discussions; ensure outputs are clear, aligned, and actionable

Accountability #9

Organizational Capability & Continuous Improvement

- Develop and implement improvements to performance tracking systems, tools, and processes
- Elevate organizational capability in using data to inform decisions and drive accountability
- Promote a culture of curiosity, transparency, and continuous improvement
- Mentor leaders and staff and contribute to raising the overall analytical and facilitation capability
- Identify and recommend emerging performance management practices, tools, and approaches that strengthen organizational effectiveness.

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 Business, Economics, Public Administration, Data Analytics, or related field, AND
Six (6) years of relevent experience in strategy, data analytics, performance management, or similar

OR

Ten (10) years of relevent experience in strategy, data analytics, performance management, or similar

Preferred **Education and Experience:**

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:**

- **Intellectual curiosity and continual improvement mindset:** Demonstrates a strong drive to question assumptions, explore new approaches, and continuously improve performance frameworks, systems, and processes. Proactively identifies gaps, challenges assumptions, and identifies opportunities to strengthen systems, processes, and decision-making practices.
- **Enterprise KPI and performance framework design:** Demonstrated expertise in developing, refining, and challenging KPI frameworks and performance measures across functions, ensuring metrics reflect true outcomes and decision needs.
- **Advanced analytical thinking and insight generation:** Ability to conduct complex, multi-dimensional analysis, connect operational performance to strategic outcomes, and translate findings into clear implications, trade-offs, and decision options.
- **System-level thinking and performance architecture:** Ability to evaluate and redesign performance tracking systems, reporting structures, and data standards to improve alignment, usability, and decision effectiveness.
- **Dashboard strategy and data visualization:** Advanced experience designing and guiding the development of dashboards that support executive decision-making, including user-centered design and alignment with business needs.
- **Power BI and data-modeling:** Advanced experience using Power BI to develop and maintain dashboards, including expertise with data sources, data modeling concepts, and dashboard design practices.

- **Strategic communication and executive synthesis:** Ability to synthesize complex information into clear, concise, executive-ready narratives and materials that inform decision-making and drive alignment.
- **Facilitation, influence, and coaching:** Ability to facilitate complex, cross-functional discussions; navigate resistance; challenge assumptions; and coach leaders at all levels to define success, interpret performance, and make informed decisions.
- **Organizational awareness and political acuity:** Strong understanding of organizational dynamics, with the ability to operate effectively in sensitive situations and influence across all levels without formal authority.
- **Independent judgment in ambiguous environments:** Ability to anticipate issues, identify risks, and develop well-reasoned recommendations with minimal direction in complex, evolving contexts.
- **Cross-functional leadership and process improvement:** Ability to lead improvements to enterprise reporting processes, performance tracking systems, and planning activities, ensuring consistency, quality, and alignment.
- **Execution of complex, multi-stakeholder work:** Proven ability to manage multiple priorities, coordinate internal stakeholders, and deliver high-quality outcomes on complex initiatives involving multiple internal or external partners.
- **Confidentiality and professional judgment:** Ability to manage sensitive information and exercise sound judgment in high-trust, high-visibility environments.

Preferred **Skills and Abilities:**

- Experience contributing to enterprise strategic planning, performance management, or operating plan development.
- Experience supporting scenario planning, strategic foresight, initiative prioritization, or evaluation of trade-offs and investment decisions.
- Experience working in utility, public sector, or similarly complex, asset-intensive, or regulated environments.
- Advanced Power BI experience, including data modeling, DAX, or integration with enterprise data sources.
- Experience designing or improving enterprise tracking systems, reporting frameworks, or data governance approaches.
- Experience facilitating or advising in executive or senior leadership settings, including preparing materials, guiding discussions, and framing decisions.
- Experience applying consulting, facilitation, change management, or organizational development techniques.

- Experience integrating performance and risk insights into reporting, planning, or decision-making.
- Experience with ERP or enterprise systems (SAP preferred).

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	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	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)	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)	Occasional (11-33%)
Push/Pull (note specifics in open text box below)	Never
Work rapidly for long periods	Never
Use close vision	Constant (67-100%)
Use distance vision	Seldom (1-10%)
Use color vision	Never
Use peripheral depth perception	Never
Speak	Frequent (34-66%)
Hear	Frequent (34-66%)

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	Constant (67-100%)
Work as a member of a team	Constant (67-100%)
Follow standards for work interactions	Constant (67-100%)
Write communications for clarity and understanding	Frequent (34-66%)
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	Constant (67-100%)
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	Seldom (1-10%)
Direct work activities of others	Seldom (1-10%)
Resilience	**Frequency**
Work under pressure	Occasional (11-33%)
Work for long periods of time	Occasional (11-33%)
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	Frequency
Exposure to weather	Seldom (1-10%)
Wet and/or humidity	Seldom (1-10%)
Atmospheric conditions	Seldom (1-10%)
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	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.