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**10-08-ESC**

April 21, 2010

Mr. Joshua Sperry, Sr. Union Representative  
Engineers and Scientists of California  
Local 20, IFPTE, AFL-CIO & CLC  
835 Howard Street, 2nd Floor  
San Francisco, CA 94103

Dear Mr. Sperry:

The Company and Union have concluded negotiations for Power Generation. The agreed upon contract language for Exhibit Z-2 and job descriptions are included as attachments to this agreement.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By:           s/Jeffrey M. Delaney            
Jeffrey M. Delaney  
Principal Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

ENGINEERS AND SCIENTISTS OF CALIFORNIA  
LOCAL 20, IFPTE, AFL-CIO and CLC

          July 30          , 2010

By:           s/Joshua Sperry            
Joshua Sperry  
Sr. Union Representative

## **Exhibit Z-2**

For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment, the Company recognizes the Union as the exclusive representative of all classifications in the representation card-count conducted February 1, 2008. Pursuant to the Neutrality Agreement between the Company and Union, these classifications will be incorporated into the ESC Agreement. Those conditions are described below. Unless otherwise noted, the term "employee" refers to those in classifications covered in the aforementioned unit certification.

### **1. Job Requirements:**

#### **a) Job Descriptions and Qualifications**

See attachment A.

The lists of "knowledge/abilities" included in job descriptions are among the desirable criteria for individuals who occupy the positions in question. The lists are not intended to be exhaustive, and individuals need not satisfy every criterion to be considered qualified.

Incumbent employees who do not meet the job qualifications for their current position shall be grandfathered for that position.

Entry Engineers may continue to perform bargaining unit work as part of the engineer training program for up to 18 months.

Non-supervisory managers (Principals) may continue to perform all work historically performed provided that this provision shall not be used by the Company solely to reduce bargaining unit positions.

The number of supervisors doing bargaining unit work will not exceed the historical practice of the number of supervisors who perform such work, and the percentage of bargaining unit work those supervisors perform as compared to their total workload will also be consistent with historic practice. In no event will bargaining unit work comprise more than 50% of a supervisor's duties.

#### **b) Performance Standards**

Employees shall continue to be covered by the management performance appraisal/development process. The performance appraisal form may be modified by Company from time to time, but significant and or substantive changes to the standards used must first be bargained with the Union.

### **2. Hours and Pay**

#### **a) Rate of Pay**

See below.

Any general wage increase ratified in General Negotiations will apply to the base pay of employees organized under the Neutrality Agreement in Power Generation, i.e., no lump sum GWI or redlined rates of pay, for the term of the agreement.

An employee with a rate of pay below the range maximum and who qualifies for a PWI shall receive a 2.5% PWI (not to exceed the range maximum) effective November 1, 2009. If such employee's rate of pay is still below the range maximum, the employee shall be entitled to an additional PWI of 2.5% (not to exceed the range maximum) effective March 1, 2010. \* Thereafter, such employee shall be entitled to a PWI in accordance with Subsection 15.4 (b)(2) if monthly, or Subsection 15.4 (b)(1), if weekly, of the Collective Bargaining Agreement.

\*Adjustments will be made subject to SAP programming restrictions. While not expected to occur, should the PWIs be delayed due to SAP programming restrictions, such adjustment shall be made retroactively.

Current incumbents with a rate of pay above the range maximum will not receive Progressive Wage increases.

<b>2009 Annual</b>		
<b>Classification</b>	<b>Min</b>	<b>Max</b>
<b>PROJECT ENGINEER</b>		
Project Engineer, Associate	\$61,524	\$83,004
Project Engineer	\$77,808	\$101,160
Project Engineer, Senior	\$96,384	\$115,164
<b>PROJECT MANAGEMENT(Non-Engineering Degree)</b>		
Project Manager	\$72,624	\$97,524
Project Manager, Senior	\$93,372	\$111,528
<b>LICENSE PROJECT MANAGER (Eng Degree)</b>		
License Project Manager	\$77,808	\$101,160
License Project Manager, Senior	\$96,384	\$115,164
<b>LICENSE PROJECT MANAGER (Non-Eng Degree)</b>		
License Project Manager	\$72,624	\$97,524
License Project Manager, Senior	\$93,372	\$111,528
<b>SENIOR CONSULTING PROJECT ENGINEER</b>		
Senior Consulting Project Engineer	\$108,936	\$124,500
<b>PLANT ENGINEER</b>		
Senior Plant Engineer	\$93,372	\$122,424
Plant Engineer	\$61,524	\$93,372
<b>PROJECT MANAGEMENT ANALYST</b>		
Project Mgmt Analyst	\$55,308	\$77,808
Project Mgmt Analyst, Senior	\$67,440	\$91,296
<b>OPERATIONS</b>		
Technical Assistant (non-exempt)	\$41,496	\$51,875
Technical Assistant, Senior (non-exempt)	\$49,816	\$62,254
Maintenance Planner	\$69,192	\$88,188
Power Generation Specialist	\$72,624	\$90,780
Power Generation Specialist, Senior	\$85,068	\$101,100
Sr. Consulting Power Generation Specialist	\$93,372	\$107,904
Outage Coordinator	\$93,372	\$104,172
<b>WATER</b>		
Hydro Analyst	\$55,404	\$68,472
Hydro Analyst, Senior	\$64,332	\$77,808

Hydrographer, Associate	\$55,404	\$68,472
Hydrographer	\$64,332	\$78,840
Hydrographer, Senior	\$74,700	\$85,068
Hydro Scheduling Consultant	\$72,516	\$89,640
Hydro Scheduling Consultant, Senior	\$85,068	\$100,632
<b>LICENSING</b>		
Licensing Coordinator, Associate	\$51,876	\$68,472
Licensing Coordinator	\$65,364	\$84,996
Licensing Coordinator, Senior	\$76,776	\$102,000

**b) Contingent Compensation**

- The parties agree to continue the current compensation incentive plan except as specified below, and further agree not to make changes to how payments are determined (nine box grid) for the life of the agreement, e.g., no enhanced “flexibility” of supervisor grading.
- The Senior Vice President of Human Resources will review any determination that an employee would not receive an incentive plan payment.
- The parties agree to meet and discuss how system-wide incentive contingent compensation is to be paid in advance of the 2011 negotiations. Said discussions will take place in 2010 within 6 months of ratification and may include 3<sup>rd</sup> party assistance, as agreed to by the parties. Any studies commissioned on contingent compensation and related to the bargaining unit, shall be jointly commissioned by both parties but paid solely by the employer. These talks shall be considered ad hoc and cost for lost time to be paid by the employer. The Union committee will consist of no more than 6 PG&E employees, plus appropriate Union staff and consultants.
- Hourly employees shall not receive contingent compensation; their compensation will be all base pay.

**c) Overtime Eligibility**

Positions currently considered exempt will remain exempt. In the event that a position must be reclassified as non-exempt, this agreement may be re-opened to negotiate an appropriate rate of pay for that position.

Non-exempt positions will be paid bi-weekly and covered by the current collective bargaining agreement in regard to overtime and hours.

The current exempt employee additional time worked policy will remain in place with these provisions:

- On a regular work day, all additional work time must be approved in advance and only approved time worked in excess of 2 hours beyond the end of a regular work day shall be considered as time worked for purposes of calculating overtime.
- On a non-work day, time must be approved in advance and all approved hours worked shall be considered time worked for purposes of calculating overtime.
- Overtime shall be paid at the straight time rate.

For employees assigned to be “on call” for intermittent periods the following will apply:

- If an employee is called out from his/her home and must report for work, the Company will pay a 2-hour minimum. Time spent commuting to or from the employee’s regular headquarters is not time worked, except if he/she is called to work on a non-work day or is required to make an additional round trip commute on a work day. Time spent traveling to other headquarters or other work locations shall be considered as time worked.
- Employees who are called at home but are not required to leave, and who work more than 1 consecutive hour directly as a result of the call, will be paid for all call-related time worked.

The first two additional hours worked on a regular workday are not compensated.

#### **d) Hours**

The work hours of exempt employees covered by this exhibit may vary on any given day. Although each employee shall have a designated work schedule, he/she may be required to work a different schedule (including afternoon or evening start times), or work for more than eight hours on a workday, or work on a non-work day, as the occasion demands. Time worked beyond the employee's normal schedule may be eligible for compensation as defined in the "overtime" section of this exhibit.

At the discretion of management, "alternative work schedules" other than five eights, such as a four day, ten hour, or a nine day, eighty hour schedule may be implemented. Although the Company does not currently intend to change existing 4x10 and 9x80 schedules, these or any other alternative schedules may be canceled by the Company with 60 days advance notice. In addition, the alternative work schedule of an individual employee may be canceled based on the needs of the operation and/or the employee's performance. Employees who work an alternative work schedule shall be available to support business needs on their regular day off (RDO) by, for example, responding to phone calls or rescheduling their RDO as needed. Employees on 4x10 schedules will receive 8 hours of pay for holidays, consistent with current practice.

The provisions of titles 7 (Hours), 16(Meals) and 17 (Overtime) and Section 8.5 (Pay for work on a Holiday) of the agreement shall not be applicable to the exempt employees covered by this agreement.

Travel is an integral part of these positions and time spent traveling, other than commute to or from an employee's headquarters, may be considered time worked. Employees must receive prior approval from the appropriate level of supervision to record additional time. Payment for additional time will be consistent with the Overtime provisions in Section 2 above. All additional time worked will be reduced by the employee's normal commute, unless the employee is called out under the provisions for assigned intermittent on-call or is otherwise called out to perform work on a non-work day.

Meals are reimbursable if for out of town or overnight business travel and for other approved business needs. Approval for reimbursement is required by an employee's supervisor. Meals involving only PG&E employees conducting internal PG&E business or staff related meetings are discouraged and are only reimbursable if approved in advance by the employee's Director or VP.

Telecommuting arrangements may be made pursuant to PG&E Corporation and Pacific Gas & Electric Company's Telecommuting Guidelines and Procedures. Either party may cancel a telecommuting arrangement. The Telecommuting Guidelines will be consistently applied.

Exempt employees shall not be charged vacation leave for increments used of less than four (4) hours.

Exempt employees shall be charged sick leave in four (4) hour increments, with no charge made for increments of less than four (4) hours. Once the four (4) hour threshold is met, additional sick leave will be charged in hourly increments. No deduction shall be made for an increment of less than four (4) hours from the wages of an employee who has exhausted his/her sick leave.

### **3) Advancement and Filling of Vacancies**

#### **a) Advancement**

Power Generation Associates who meet the job qualifications of a Power Generation Journey in the same line of progression and who are performing the job duties of their current classification satisfactorily shall advance to Journey. Power Generation Journeys who meet the job qualifications of a Power Generation Senior in the same line of progression and are performing the job duties of their current classification satisfactorily shall advance to Senior, provided that the Company determines that an operational need exists for an additional Senior in that line of progression.

If, when an operational need exists, more than one Journey in a line of progression is qualified to advance as set forth above, the Company shall select the employee whose ability and personal qualifications make him/her most qualified for the job. If ability and personal qualifications are substantially equal, seniority shall prevail.

If, when an operational need exists, no one in the line of progression is qualified to advance as set forth above, a vacancy exists.

**b) Hydro Analysts**

Journey Hydro Analysts shall advance to Senior Hydro Analyst upon 5 years experience as a Hydro Analyst.

No temporary upgrades from Journey to Senior Hydro Analyst will be made.

**c) Senior Consulting Project Engineer**

Senior Project Engineers and Senior License Project Managers who meet the job qualifications of a Senior Consulting Project Engineer and who are performing the job duties of their current classification satisfactorily may be advanced to Senior Consulting Project Engineer if the Company, in its sole discretion, determines that a business need exists. If such a need exists but the Company determines that there is no qualified Power Generation candidate from the appropriate discipline, the Company may consider other candidates using the joint selection board used to fill vacancies. The Company may fill this position(s) at its discretion, and there is no requirement that such a position be backfilled after it is vacated for any reason.

**d) Senior Consulting Power Generation Specialist**

Senior Power Generation Specialists who meet the job qualifications of a Senior Consulting Power Generation Specialist and who are performing the job duties of their current classification satisfactorily may be advanced to Senior Consulting Power Generation Specialist if the Company, in its sole discretion, determines that a business need exists. If such a need exists but the Company determines that there is no qualified Power Generation candidate from the appropriate discipline, the Company may consider other candidates using the joint selection board used to fill vacancies. The Company may fill this position(s) at its discretion, and there is no requirement that such a position be backfilled after it is vacated for any reason.

**e) Vacancies:**

When vacancies occur, a selection board which includes an equal number of management and union appointed Power Generation employees will interview applicants, using jointly developed job qualifications and interview questions. If the selection board decides there are too many applicants to interview for a particular opening, it will decide which applicants to interview by screening applications against the selection criteria.

For half of the vacancies to be filled for Associate positions, Journey positions, and for Senior Hydro Analyst positions, and for all more senior vacancies, only ESC-represented employees who apply will be considered for interviews. If no ESC-represented candidates apply, or if the selection board determines (as described below) that the ESC candidates are not qualified, additional candidates from outside the unit may be considered. For the remaining Associate or Journey vacancies, the Company may add candidates from outside the unit.

For all vacancies, the selection board shall evaluate and select the most qualified candidate based upon the selection criteria, interview performance and, for PG&E employees, current performance and seniority. In the event the board is deadlocked the Company will make the final decision, which shall be subject to the grievance procedure only to determine whether the Company considered all of the factors listed above before deciding.

The advancement of Power Generation Entry Engineers to Associate Project Engineer shall not be treated as the filling of a vacancy to which this process is applicable.

**4) Line of Progression/Reverse Line of Progression:**

There shall be 16 lines of progression as indicated on the first page of the job descriptions – Attachment 1. Each shall be considered as one bidding unit and progression for purposes of Title 21 or Title 22.

1. Senior Consulting Project Engineer	9. Technical Assistant
2. Project Engineer (engineering degree) Civil	10. Maintenance Planner
3. Project Engineer (engineering degree) Mechanical	11. Power Generation Specialist
4. Project Engineer (engineering degree) Electrical	12. Outage Coordinator
5. License Project Manager	13. Hydrographer
6. Plant Engineer	14. Hydro Scheduling Consultant
7. Project Manager (non-engineering degree)	15. Hydro Analyst
8. Project Management Analyst	16. License Coordinator

**5) Seniority**

Unless otherwise provided, Company seniority will be used in a manner consistent with the current ESC agreement.

**6) Employment Offers**

At its discretion, the Company may offer candidates, at the time of employment, additional vacation, the management relocation process, and/or signing bonuses.

**7) Implementation Committee**

Within 2 months of ratification, a committee will meet to establish a Power Generation Labor-Management committee and discuss issues regarding the implementation of this agreement. On or before March 31, 2010, the classification of employees will be reviewed in light of the newly negotiated job descriptions and this letter of agreement.

**Job Descriptions: Power Generation Project Engineer**

**Job Titles**

	Licensed	Unlicensed
Associate	Associate Civil, Electrical, or Mechanical Engineer (per license)	Associate Project Engineer
Journey	Civil, Electrical, or Mechanical Engineer (per license)	Project Engineer (incumbents only))
Senior	Senior Civil, Electrical, or Mechanical Engineer (per license)	Does not apply / must have license
Senior Consulting	Senior Consulting Project Engineer	Does not apply / must have license

<b>Associate Project Engineer</b>	
<b>Summary</b>	<p>This Associate Level Project Engineer position is the first in a progression; the job performs tasks of limited scope under the guidance of more senior engineers and project managers. This job provides engineering, project management, and technical support to O&amp;M staff, for small to medium capital and expense improvements to power generation and infrastructure facilities. Projects are normally discipline specific of limited to moderate complexity, and may include upgrades or replacement of turbine/generator, boiler, auxiliary equipment or minor improvements to civil water conveyance or infrastructure features. Job duties will vary by assignment. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease. Jobs duties will vary by assignment and include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Fully understands Power Gen safety program and requirements; looks for and resolves unsafe situations; models safe behavior through personal actions and design efforts; holds themselves and others accountable for safety; and contributes to Power Gen’s safety programs.</li> <li>• Actively participates on a small number of Power Gen project teams as the discipline (civil, electrical, or mechanical) engineer or project manager, or in support of more experienced engineers. Coordinates project activities with other disciplines as needed.</li> <li>• Provides appropriate design criteria and calculations; ensures proper checking, design reviews, approvals, and documentation.</li> <li>• Investigates resources required to complete engineering and project-related tasks</li> <li>• Prepares project forecast for engineering, tracks progress, updates as needed, and provides periodic updates.</li> <li>• Under direction, reviews and approves project material procurement list, vendor drawings, equipment specification updates, and engineering material requests.</li> <li>• Under direction, provides construction support and evaluates and makes recommendations to resolve field construction problems. Supports start-up tests and field inspections as assigned.</li> <li>• Procures long-lead time material for assigned projects, working with more experienced engineers and project managers.</li> <li>• Ensures all drawings affected by design changes are updated in a timely manner to reflect as-built conditions. Ensures field design changes are properly managed.</li> <li>• With the support from supervisors and more experienced engineers and</li> </ul>

<b>Associate Project Engineer</b>	
	<p>project managers, provides technical direction/oversight to consultants and contractors.</p> <ul style="list-style-type: none"> <li>• Provides technical direction to Design Engineers and Drafters; ensures quality checking of all work; engineer may perform duties of Design Engineers as needed for training and delivery on project commitments.</li> <li>• Provides and/or works with more experienced engineers and project managers to provide technical assessments and/or project management services for operating and/or maintenance problems, where needed.</li> <li>• In emergencies, promptly responds to facility failures to support assessment and corrective actions</li> <li>• Supports O&amp;M by serving as the “on-call supervisor” on a periodic basis.</li> <li>• Supports more experienced engineers and project managers and/or provides traditional project management services for small to medium projects, including: <ul style="list-style-type: none"> <li>○ Develops and defines, documents, freezes, and obtains stakeholder concurrence of project scope and objectives</li> <li>○ Establishes and leads project team with agreed-upon roles and responsibilities</li> <li>○ Obtains commitment on detailed work plans including schedule, cost, resource, contingency and communication plans</li> <li>○ Obtains management approval as needed and is responsible for on-going project tracking, analysis and resolution of project cost, scope, resource and schedule issues</li> <li>○ Ensures project documentation is maintained</li> <li>○ Collaboratively with supervisor, prepares, evaluates and negotiates contracts and proposals from consultants, equipment vendors, and construction firms, and manages resulting work.</li> <li>○ Communicates project status on a regular basis to all stakeholders</li> <li>○ Assures implementation of applicable quality standards</li> </ul> </li> <li>• Some job duties overlap with the Project Management classifications.</li> <li>• Other duties as assigned as related to Engineering and Project Management</li> </ul>
<b>Scope</b>	<p>Manages multiple routine to moderately complex issues and projects and resolves problems of limited scope and/or supports more experienced engineers and/or project managers on more complex and large scope projects. Assignments typically require application of standard solutions, but may include a moderate level of innovation. Under general direction, independently plans &amp; manages work to meet commitments and assigned objectives. Progress reviewed periodically for technical accuracy &amp; adequacy throughout process.</p>
<b>Interaction</b>	<p>External contacts typically involve oversight by more experienced engineers and/or project managers and include directing project-related work and contract administration with contractors; and providing information and conducting limited discussions with external stakeholders.</p> <p>Internal contacts are primarily with Power Gen personnel, including O&amp;M clients and project team members, and PG&amp;E internal services organizations.</p>
<b>Job Qualifications:</b>	
<b>Education</b>	<p>A 4-year BS Degree in Engineering from an accredited curriculum in the US or the equivalent from outside the US is required.</p>
<b>Licenses / Certifications</b>	<p>Successful completion of California E.I.T. examination. Current and active California PE license desired.</p>
	<p>At least 18 months of engineering and/or project management experience and</p>

<b>Associate Project Engineer</b>	
<b>Experience</b>	demonstrated performance in related industry; or demonstrated skill development and performance in Power Gen's EIT program, or completion of PG&E's college new hire program
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Able to apply basic engineering and/or project management principles and theory.</li> <li>• Demonstrated ability to identify information needed to solve a problem; gather and organize information in systematic manner; develop simple analysis and/or support more complex analysis by more experienced engineers; prepare basic reports and displays of data logically and according to established standards and guidelines.</li> <li>• Has basic understanding of utility industry, general knowledge of design requirements and industry standards, and proven ability to develop simple designs and specifications.</li> <li>• Able to provide technical and/or project oversight and direction to consultants, suppliers, and construction firms to meet routine to moderately complex project needs; understands contracting principals and options; able to contribute to the favorable negotiation and resolution of contract disputes.</li> <li>• Able to function as a project manager on projects with limited or routine scope and/or supports more experienced project managers on larger or more complex projects; has good understanding of project management concepts, principals, and practices; able to provide clear and effective leadership to project team; able to develop scopes, schedules, cost plans and obtain job authorizations; able to coordinate team activities and analyze, manage, and communicate project progress on simple projects or in support of more complex projects.</li> <li>• Ability to combine technical &amp; business judgment in applying engineering and project management principles and techniques to determine cost effective and practical solutions.</li> <li>• Understands PG&amp;E's basic financial and business policies &amp; practices and tools, and able to apply appropriately to the cost estimating, economic analysis, justification, and approval of routine moderately complex projects.</li> <li>• Strong communication and analytical skills; effectively communicates orally and in writing; able to present basic information in informal and formal group settings; able to facilitate project team meetings.</li> <li>• Able to build consensus with team members and contractors around basic project and technical issues that involve limited controversy.</li> <li>• Approaches and plans work in an organized manner to meet project commitments.</li> <li>• Demonstrates good judgment when making decisions and recommendations, including solicitation of guidance from experienced personnel.</li> <li>• Frequently shows initiative and takes action proactively.</li> <li>• - Works with more experienced engineers and project managers to further their own development.</li> <li>• Proactively evolves engineering and project management skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li> <li>• Proficient business computer skills such as Microsoft Office Suite Programs (Emphasis on Excel, Word, and MS Project).</li> </ul>

<b>Journey Project Engineer</b>	
<b>Summary</b>	<p>This is a journey-level Project Engineer job that requires mastery of the Associate level Project Engineer skills and duties and provides complete engineering &amp; design, project management, and technical support to O&amp;M staff for a wide range of moderately complex issues and multiple medium to large capital and expense improvements to power generation and infrastructure facilities. The position requires a comprehensive knowledge of job functions and proficiency in applying sound engineering and project management principals; recognition as a professionally licensed engineer; a working knowledge of industry practices, standards, and equipment; ability to develop and implement all aspects of multiple assigned projects; use of independent judgment; enhanced verbal and written communication skills; and ability to work with minimal supervision. Job duties will vary by assignment. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Performs functions of Associate level Project Engineer, but for more complex and higher profile projects. Jobs duties will vary by assignment. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Leads design and/or project management efforts for moderately complex generation projects that can be discipline specific, multi-discipline, or programmatic in nature.</li> <li>• Provides broad and in-depth technical support to O&amp;M as needed including incident investigation and development of corrective actions.</li> <li>• Proactively controls scope, schedule, cost, and quality of designs and projects throughout project life cycle; including coordinating related activities of all project internal &amp; external stakeholders.</li> <li>• Performs and/or reviews engineering analyses and studies, detailed scope, viable alternatives, conceptual designs, and recommended fixes to ensure safe/reliable operation of generation assets.</li> <li>• Collaboratively with supervisor and Project Manager, solicits, prepares, and evaluates contracts and proposals, including EPC from engineering and/or project management consultants, equipment vendors, and construction firms, and directs resulting work. Reviews consultant contracts for technical compliance.</li> <li>• Interprets and applies applicable codes and regulations.</li> <li>• Approves and stamps technical reports, specifications, new drawings, and revisions to existing drawings for projects.</li> <li>• Works with supervisors and others to represent PG&amp;E to internal and external organizations as required</li> <li>• Identifies gaps between current business practices and stated objectives and provides recommendations for process improvements to address gaps.</li> <li>• Other job duties as assigned as related to Engineering and Project Management.</li> </ul>
<b>Scope</b>	<p>Manages multiple moderately complex issues and projects and resolves problems of moderate scope. Supports more experienced engineers and project managers on more complex and large scope projects. Assignments can require standard solutions, but may include a moderate level of innovation. Under limited general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.</p>
<b>Interaction</b>	<p>External contacts primarily include directing project-related work and contract administration with contractors and vendors; and providing information, conducting limited discussions, and obtaining approvals from regulatory agencies. Internal contacts are primarily with Power Gen personnel, including</p>

<b>Journey Project Engineer</b>	
	O&M clients and project team members, and PG&E internal services organizations and typically include directing project-related work, discussing and reporting progress, exchanging and coordinating information, managing meetings and providing appropriate documentation. May partner with internal or external stakeholders to solve problems or explore alternative solutions.
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS Degree in Engineering from an accredited curriculum in the US or the equivalent from outside the US is required.
<b>Licenses / Certifications</b>	Current and active California PE license required for all new hires. Project Management Certification strongly desired.
<b>Experience</b>	Mastery of the Associate level Project Engineer job duties and demonstrated leadership, knowledge, and ability to perform the job duties of the Journey level Project Engineer. Meets specific technical requirements gained through a minimum of three years of cumulative experience in project engineering, design, and construction.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Demonstrates knowledge and abilities required for the Associate level Project Engineer and also:</li> <li>• Able to manage and complete several projects concurrently, depending on scope and complexity.</li> <li>• Able to stamp and/or certify engineering drawings and documents.</li> <li>• Has demonstrated a broad and in-depth knowledge of engineering and project management concepts, principals, practices, and design requirements for generation assets; ability to develop moderately complex design changes, project scopes, and project implementation plans; and provide more in-depth investigation &amp; analysis support to O&amp;M.</li> <li>• Has a working knowledge of power generation industry including understanding of design, construction, and/or operation of rotating machines, and experience interpreting applicable codes, standards, regulations, and practices.</li> <li>• Demonstrate informed judgment when making decisions and recommendations and use of technical &amp; business judgment in applying engineering and project management principles and techniques to determine cost effective and practical solutions.</li> <li>• Able to function as a journey level project manager on projects with moderate scope and/or support more experienced project managers on larger or more complex projects.</li> <li>• Track record of building consensus around moderately complex and controversial project issues and successfully persuading others to act on agreements reached; able to build upon foundation of technical and business knowledge to shape the opinions of others.</li> <li>• Able to provide clear and effective technical direction and guidance to less experienced engineers, project managers, drafters, and analysts, and to provide training to these and other groups as needed.</li> <li>• Able to independently provide technical and/or project oversight and direction to consultants, suppliers, and construction firms to meet moderately complex project needs; understands contracting principals and options; able to effectively manage moderately complex contracts and to negotiate and resolve contract disputes favorably.</li> <li>• Track record of taking ownership of problems and their solutions.</li> <li>• Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps.</li> <li>• Track record of working with senior engineers and project managers to</li> </ul>

	<b>Journey Project Engineer</b>
	<p>further his or her own professional development.</p> <ul style="list-style-type: none"><li>• Proactively evolves engineering and project management skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li></ul>

<b>Senior Project Engineer</b>	
<b>Summary</b>	<p>This is a senior-level project engineer job that requires mastery of the Journey Project Engineer job duties and is responsible for leading, as assigned, engineering &amp; design, project management, program management, and/or water rights management, and technical support to O&amp;M staff for a wide range of complex issues and multiple large capital and expense improvements to power generation and infrastructure facilities. Project duration is generally multi-year, requires significant risk management, and may include formal partnering agreements with outside firms. The position requires an extensive knowledge of the power generation or heavy industry; extensive project management skills; extensive contract management skills; excellent verbal and written communication skills; and sound judgment to independently resolve complex problems with only general direction. Provides leadership, coaching, technical direction, knowledge transfer and assistance to technical employees and teams. Job duties will vary by assignment. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Performs functions of Associate and Journey level Project Engineers, but for more complex, larger budget, and higher profile projects. Job duties will vary by assignment. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Leads and applies extensive knowledge in the design and/or project management efforts for multiple complex and/or large generation projects that can be discipline specific, multi-discipline, or programmatic in nature.</li> <li>• Provides leadership, coaching, technical direction, oversight and quality control for assigned projects and technical work done in discipline, knowledge transfer, and assistance to many technical and/or project management employees and teams; some technical services often overlap with those provided by operations &amp; maintenance specialists, but from a design perspective; may act as an engineering and/or project management mentor.</li> <li>• Proactively controls scope, schedule, cost, and quality of a large portfolio of projects throughout project life cycle; may oversee the work of other project managers and engineers.</li> <li>• Approves, leads, and/or performs extensive complex risk management and engineering analyses &amp; studies of generation assets, including dynamic and static modeling of structural, hydraulic, and electrical systems and as assigned, water rights.</li> <li>• Leads the development and/or presentation of findings to both internal and external organizations, including regulatory bodies, contractors and outside vendors.</li> <li>• Interprets, applies, and educates others in applicable industry standards, and regulatory codes and regulations.</li> <li>• Develops and/or evolves standards and specifications.</li> <li>• Works with supervisor and others to manage relationships with external stakeholders; develop regulatory and facility safety strategies; and negotiate with regulatory agencies and third parties on complex project and facility safety issues and as assigned, water rights.</li> <li>• Provides extensive knowledge and guidance to others in start-up testing, inspections, and condition assessment; actively supports complex and/or large project start-up tests and field inspections, and as assigned, water rights.</li> <li>• As assigned, may perform water rights management, including interpreting, preserving, investigating, tracking, records management, permitting, licensing, filing and responding to protests and complaints, reviewing and responding to water right applications and other filings by entities other than</li> </ul>

	<p>PG&amp;E, providing expertise, representing PG&amp;E in regulatory and other proceedings, providing internal expert counsel and direction, reviewing and payment of water right fees, and other tasks related to water rights. Duties include:</p> <ul style="list-style-type: none"> <li>○ Conducts meetings, prepares written technical and regulatory documents, prepares water rights applications and agreements</li> <li>○ Represents company to government bodies, conducts site inspections , plans and manages annual water rights budget, and works with Supervisor to prepare written and verbal communications with regulatory agencies, governmental organizations and other third parties</li> <li>○ Negotiate with regulatory agencies, non-governmental organizations and other third parties, develop strategies related to water rights, and monitor and adopt changes in industry, legislation and regulation related to water rights</li> </ul> <ul style="list-style-type: none"> <li>● Provides independent oversight and administration of EPC contracts</li> <li>● Develops and champions company-wide best practices</li> <li>● Makes presentations to PG&amp;E Officers, various agencies, and the public as appropriate</li> <li>● Mentors and provides guidance to less experienced team members</li> <li>● Other duties as assigned as related to engineering and project management.</li> <li>● Will work with Supervisors and Principals for some duties.</li> </ul>
<b>Scope</b>	<p>Manages multiple complex issues and projects and resolves problems of complex scope. Assignments regularly provide an opportunity for creative or non-standard approaches. Under limited general direction, independently plans and conducts work to meet assigned general objectives. Supports Supervising Engineers Project Managers, Principal Engineers, and/or leads the development and implementation of programmatic solutions, process improvements, regulatory relations, contracting strategies, and very large and/or complex projects.</p>
<b>Interaction</b>	<p>External contacts primarily include directing project-related work and contract administration with contractors and vendors, and as assigned, water interests; providing information, conducting discussions, and obtaining approvals from regulatory agencies; and interaction with industry associations. Internal contacts are primarily with Power Gen personnel, including O&amp;M clients and project team members, and PG&amp;E internal services organizations and typically include directing project-related work, discussing and reporting progress, exchanging and coordinating information, managing meetings and providing appropriate documentation. Partners with internal or external stakeholders to solve problems or explore alternative solutions.</p>
<b>Job Qualifications:</b>	
<b>Education</b>	<p>A 4-year BS Degree in Engineering from an accredited curriculum in the US or the equivalent from outside the US is required. MS Degree in Engineering, Construction Management, or MBA is desirable.</p>
<b>Licenses / Certifications</b>	<p>Current and active California PE license required. PMI certification is desirable.</p>
<b>Experience</b>	<p>Mastery of the Associate and Journey level Project Engineer job duties and demonstrated knowledge, leadership, and ability to perform the job duties of the Senior level Project Engineer. Meets specific technical requirements gained through a minimum of eight years of cumulative experience in engineering, design, and construction (or water rights, as assigned); at least five of which must be in generation or heavy industry.</p>

<b>Knowledge / Abilities</b>	<p>Demonstrates knowledge and abilities required for the Associate and Journey level Project Engineer and also:</p> <ul style="list-style-type: none"><li>• Demonstrated ability to lead design of a broad scope of multiple medium to large scale complex projects; provide resolution of complex technical and/or contractual issues; and/or provide project management on multiple projects with complex scope requiring non-standard approaches; without supervision.</li><li>• Demonstrates extensive knowledge of the generation industry, including extensive understanding, as applicable, of design, construction, and/or operation of rotating machines, dams, and water conveyance and experience interpreting applicable codes, standards, regulations, and practices.</li><li>• Provides technical leadership within licensed discipline and demonstrates extensive knowledge of the generation industry, including extensive calculation, modeling, and analysis capabilities.</li><li>• Demonstrates extensive contracting knowledge and contract negotiation and management skills.</li><li>• As applicable, demonstrates extensive knowledge and abilities related to water rights and ability to apply to PG&amp;E's water rights.</li><li>• Demonstrates excellent verbal and written communication skills; utilizes a variety of styles to connect with the intended audience; able to present complex information to upper management on a variety of topics.</li><li>• Demonstrates application of extensive project management skills, including seasoned and experience-based judgment and organizational savvy in applying and adapting traditional project management techniques.</li><li>• Builds consensus around complex and controversial project &amp; technical issues and successfully persuades others to act on agreements reached.</li><li>• Track record of ensuring high quality work by self and others on project team and overseeing work of less experienced team members.</li><li>• Experienced in integrating industry knowledge and best practices into every day business practices and decision making; provides others with interpretation and guidance on industry standards and regulations.</li><li>• Fully understands PG&amp;E's financial and business policies &amp; practices, and provides guidance and oversight to incorporate into day-to-day activities.</li><li>• Ability to identify trends over multiple projects or years and take needed action to initiate practical system-wide improvements, provide recommendations, develop implementation plans, and lead implementation.</li><li>• Track record of working to further his or her own professional development through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education, and of mentoring less senior engineers and project managers.</li></ul>
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## Job Descriptions for Project Management

Factor	Journey Project Manager
<b>Summary</b>	<p>This is a Journey-level Project Manager who works under the general direction of more senior project managers. In this role, people and other resources are managed indirectly as part of a project team. The Journey-Level Project Manager is responsible for all aspects of the development and implementation of assigned projects. Multiple projects are managed simultaneously, with a range of low to moderate complexity. The complexity, budget, range of internal and external entities involved, and risk to the company increase as an employee gains more experience and expertise. The position requires a working knowledge of industry practices, standards, and equipment; use of independent judgment; enhanced verbal and written communication skills; and ability to work with minimal supervision. Represents and promotes assigned projects and their contribution to company goals. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease. Job duties will include but are not limited to:</p> <ul style="list-style-type: none"> <li>– Fully understands the Power Generation safety program and requirements; looks for and resolves unsafe situations; models safe behavior through personal actions and project leadership efforts; holds themselves and others accountable for safety; and contributes to Power Generation’s safety programs</li> <li>– Proactively recommends and takes action to direct the analysis and resolution of issues</li> <li>– Develops and defines project scope and objectives</li> <li>– Establishes and leads project team with agreed-upon roles and responsibilities</li> <li>– Obtains commitment on detailed work plans including schedule, cost, resource, contingency and communication plans</li> <li>– Obtains management approval as needed and is responsible for on-going project tracking, analysis and resolution of project cost, scope, resource and schedule issues</li> <li>– Adjusts project scope, with project sponsor approval, and schedule as appropriate to accommodate change</li> <li>– Ensures project documentation is maintained</li> <li>– Coordinates and participates in the preparation of written technical documents such as design criteria, equipment and construction specifications, SPCC plans, and reports</li> <li>– Responsible for developing, monitoring, and updating the project cash flow</li> <li>– Collaboratively with supervisor, prepares, evaluates and negotiates contracts and proposals from consultants, equipment vendors, and construction firms, and manages resulting work</li> <li>– Communicates project status on a regular basis to all stakeholders</li> <li>– Assesses project risk and formulates contingency plans</li> <li>– Assures implementation of applicable quality standards</li> <li>– Identifies and communicates lessons learned and incorporates prior lessons learned as best practices into projects</li> <li>– Plans and leads project meetings</li> <li>– Assists in the development of budget and long-term plans for future projects</li> <li>– Some job duties may overlap with the Project Management Analyst classifications</li> <li>– Will work with Supervisors and Principals for some duties</li> <li>– Other duties as assigned as related to Project Management</li> <li>– The project manager also provides normal and emergency maintenance and operation support</li> <li>– In emergencies, promptly responds to facility failures to support assessment and</li> </ul>

<b>Factor</b>	<b>Journey Project Manager</b>
	<p>corrective actions</p> <ul style="list-style-type: none"> <li>– Works with supervisors to provide technical direction to the project team and support for less experienced project managers.</li> <li>– May provide independent oversight and administration of lower risk/less complex EPC contracts</li> <li>– Works with supervisor and others to represent PG&amp;E to government bodies, regulatory agencies and non-governmental organizations as required for assigned projects</li> <li>– May support O&amp;M by serving as the “on-call supervisor” on a periodic basis</li> <li>– Identifies gaps between current business practices and stated objectives and provides recommendations for process improvements to address gaps</li> </ul>
<b>Scope</b>	<p>Manages multiple moderately complex issues and projects and resolves problems of moderate scope. Supports more experienced engineers and project managers on more complex and large scope projects. Assignments typically require standard solutions, but may include a moderate level of innovation. Under limited general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.</p>
<b>Interaction</b>	<p>External contacts primarily include directing project-related work and contract administration with contractors and vendors. Provides information to third parties (for example, government, regulatory or community groups), conducts limited discussions with external stakeholders, and obtains approvals from regulatory agencies. Internal contacts are primarily with Power Gen personnel, including O&amp;M clients and project team members, and PG&amp;E internal services organizations. May provide guidance and/or oversight of work of less experienced team members.</p>
<b>Job Qualifications:</b>	
<b>Education</b>	<p>A 4-year Bachelor’s Degree in Engineering, Construction Management, or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US.</p> <p>Or 8 years of experience in significant related work experience in lieu of educational requirements.</p>
<b>Licenses / Certifications</b>	<p>PMP Certification strongly desired. Current and active California PE license desired. Valid driver’s license.</p>
<b>Experience</b>	<p>Meets specific technical requirements gained through a minimum of three years of cumulative experience in project engineering, design, and construction, including demonstrated successful leadership of these activities.</p>
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>– Has demonstrated application of broad and in-depth knowledge of project management concepts, principals, practices, and design requirements for generation assets (or facilities of comparable size, diversity, and complexity) and developed moderately complex project scopes and implementation plans.</li> <li>– Has a working knowledge of power generation industry including understanding of design, construction, and/or operation of rotating machines, and experience interpreting applicable codes, standards, regulations, and practices.</li> <li>– Can provide thorough analysis of issues, develop viable alternatives, and provide sound justification of recommendations.</li> <li>– Demonstrated exercise of informed judgment when making decisions and recommendations and use of technical &amp; business judgment in applying engineering and project management principles and techniques to determine cost effective and practical solutions.</li> <li>– Able to function as a journey level project manager to lead multiple projects concurrently with moderate scope and/or support more experienced project managers on larger or more complex projects.</li> </ul>

Factor	Journey Project Manager
	<ul style="list-style-type: none"> <li>- Track record of building consensus with internal and external stakeholders around moderately complex and controversial project issues and successfully persuading others to act on agreements reached.</li> <li>- Able to provide clear and effective technical direction and guidance to less experienced team members.</li> <li>- Able to independently provide technical and/or project oversight and direction to consultants, suppliers, and construction firms to meet moderately complex project needs; understands contracting principals and options; able to negotiate and resolve contract disputes favorably.</li> <li>- Understands PG&amp;E's basic financial and business policies &amp; practices and tools, and able to apply appropriately to the cost estimating, economic analysis, justification, and approval of moderately complex projects.</li> <li>- Track record of taking ownership of problems and their solutions.</li> <li>- Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps.</li> <li>- Works with more experienced engineers and project managers to further their own development. Proactively evolves project management skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li> <li>- Strong communications and analytical skills</li> <li>- Good facilitation and presentation skills</li> <li>- Proficient business computer skills such as Microsoft Office Suite Programs (Emphasis on Excel, Word, and MS Project)</li> </ul>

Factor	Senior Project Manager
<b>Summary</b>	<p>This is a senior-level Project Manager who has demonstrated mastery of the Journey Project Manager job duties. In this role, people and other resources are managed indirectly as a part of a project team. The Senior-Level Project Manager is responsible for leading all aspects of the development and implementation of assigned projects, and/or water rights management as assigned. Multiple projects are managed simultaneously, with a range of moderate to high complexity. Project duration is generally multi-year, requires significant risk management, and may include formal partnering agreements with outside firms. The complexity, budget, range of internal and external entities involved, and risk to the company increase as an employee gains more experience and expertise. The position requires an extensive knowledge of the power generation or heavy industry; extensive project management skills; extensive contract management skills; excellent verbal and written communication skills; and sound judgment to independently resolve complex problems with only general direction. Represents and promotes assigned projects and their contribution to company goals. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Performs functions of the Journey level Project Managers, but for more complex, larger budget, and higher profile projects. Jobs duties will include but are not limited to:</p> <ul style="list-style-type: none"> <li>• Fully understands Power Gen safety program and requirements; looks for and resolves unsafe situations; models safe behavior through personal actions and project leadership efforts; holds themselves and others accountable for safety; and contributes to Power Gen's safety programs.</li> <li>• Provides leadership, coaching, technical direction, oversight and quality control for assigned projects; also provides knowledge transfer and assistance to many technical and/or project management employees and teams.</li> <li>• Leads and applies extensive knowledge in project management efforts for multiple complex and/or large generation projects that can be discipline-specific, multi-discipline, programmatic in nature, or related to water rights management.</li> <li>• As assigned, may perform water rights management, including interpreting, preserving, investigating, tracking, records management, permitting, licensing, filing and responding to protests and complaints, reviewing and responding to water right applications and other filings by entities other than PG&amp;E, preparing and providing expert witness testimony, representing PG&amp;E in regulatory and other proceedings, providing internal expert counsel and direction, reviewing and payment of water right fees, and other tasks related to water rights.</li> <li>• Develops and/or evolves standards and specifications.</li> <li>• Proactively controls scope, schedule, cost, and quality of a large portfolio of projects throughout the asset life cycle.</li> <li>• Interprets, applies, and educates others in applicable industry standards, regulations, and statutes.</li> <li>• Provides extensive knowledge and guidance to others in start-up testing, inspections, and condition assessment; actively supports complex and/or large project start-up tests and field inspections.</li> <li>• Assesses project objectives for feasibility and recommends alternatives where applicable. <ul style="list-style-type: none"> <li>– Provides guidance to engineering on producing complex risk and alternative analyses, studies and conceptual designs for presentation to project sponsor</li> <li>– May provide independent oversight and administration of EPC contracts</li> <li>– Develops and champions company-wide best practices</li> <li>– Makes presentations to PG&amp;E Officers, various agencies, and the public as appropriate</li> <li>– Mentors and provides guidance to less experienced team members</li> <li>– Uses knowledge of hydro systems to take a lead role in long term planning</li> </ul> </li> </ul>

<b>Factor</b>	<b>Senior Project Manager</b>
<b>Scope</b>	Manages multiple complex issues and projects and resolves problems of complex scope. Supports others on programmatic solutions, process improvements, regulatory relations, contracting strategies, and very large and/or complex projects. Assignments regularly provide an opportunity for creative or non-standard approaches. Under limited general direction, independently plans and conducts work to meet assigned general objectives. Work may be reviewed upon completion; solutions may provide an opportunity for future creative/non-standard approaches.
<b>Interaction</b>	External contacts primarily include directing project-related work and contract administration with contractors and vendors; provides information to third parties (for example, government, regulatory or community groups), conducts discussions with external stakeholders, obtains approvals from regulatory agencies; and interacts with industry associations. Internal contacts are primarily with Power Gen personnel, including O&M clients and project team members, and PG&E internal services organizations. The Senior Project Manager directs project-related work, discusses and reports progress, exchanges and coordinates information, manages meetings and provides appropriate documentation. May provide technical guidance and/or oversight of work to less experienced team members.
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year Bachelor's Degree in Engineering, Construction Management, or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US. MS Degree in Engineering, Construction Management, scientific discipline or MBA is desirable.  Or 13 years of experience in significant related work experience in lieu of educational requirements.
<b>Licenses / Certifications</b>	PMP certification is required. Current and active California PE license desired. Valid driver's license.
<b>Experience</b>	Mastery of the Journey level Project Manager job duties and demonstrated knowledge, leadership, and ability to perform the basic duties of the Senior level Project Manager. Meets specific technical requirements gained through a minimum of ten years of cumulative experience in project engineering, design, and construction (or water rights, as applicable); at least five of which must be in generation or heavy industry.
– <b>Knowledge / Abilities</b>	<p>Knowledge/abilities of Associate and Journey level Project Manager and in addition:</p> <ul style="list-style-type: none"> <li>– Demonstrated ability to lead multiple medium to large scale complex projects; provide resolution of complex technical and/or contractual issues; and/or provide Project Management on multiple projects with complex scope requiring non-standard approaches; without supervision.</li> <li>– Demonstrates extensive knowledge of the generation industry, including extensive understanding of design, construction, and/or operation of rotating machines, and experience interpreting applicable codes, standards, regulations, and practices.</li> <li>– Demonstrated application of extensive project management skills, including seasoned and experience-based judgment and organizational savvy in applying and adapting traditional project management techniques.</li> <li>– Demonstrates extensive contracting knowledge and contract negotiation and management skills.</li> <li>– Demonstrates excellent verbal and written communication skills; utilizes a variety of styles to connect with the intended audience; able to present complex information to upper management on a variety of topics.</li> <li>– Builds consensus around complex and controversial project &amp; technical issues and successfully persuades others to act on agreements reached.</li> <li>– Track record of ensuring high quality work by self and others on project team and overseeing work of less experienced team members.</li> </ul>

<b>Factor</b>	<b>Senior Project Manager</b>
	<ul style="list-style-type: none"> <li data-bbox="386 235 1404 317">– Experienced in integrating industry knowledge and best practices into every day business practices and decision making; provides others with interpretation and guidance on industry standards and regulations.</li> <li data-bbox="386 325 1404 380">– Fully understands PG&amp;E's financial and business policies &amp; practices, and provides guidance and oversight to incorporate into day-to-day activities.</li> <li data-bbox="386 388 1404 470">– Ability to identify trends over multiple projects or years and take needed action to initiate practical system-wide improvements, provide recommendations, develop implementation plans, and lead implementation.</li> <li data-bbox="386 478 1404 590">– Track record of working to further their own professional development through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education, and of mentoring less experienced project team members.</li> <li data-bbox="386 598 1404 644">– Demonstrates extensive knowledge and abilities related to water rights and ability to apply to PG&amp;E's water rights.</li> </ul>

## Job Descriptions for License Project Manager

<b>Journey Level License Project Manager</b>	
<b>Summary</b>	<p>This is a journey-level License Project Manager job that is responsible for managing one or more moderately large and complex regulatory projects (“license projects”) related to the Federal Energy Regulatory Commission (FERC) licenses and associated lands for the Company’s extensive hydroelectric system. The position may also manage license projects for emerging technologies such as wave and tidal. “Complex” refers to the overall character of a license project compared to other license projects, and includes consideration of project size, asset value, issues and risk to the Company, cost, number of external stakeholders, etc. The position helps assure the Company’s license projects are managed in compliance with applicable regulation and laws to provide reliable and cost-effective service to our customers while achieving sound environmental stewardship, a high level of social responsibility, positive stakeholder relationships and an outstanding public and employee safety record. Types of projects managed include original licenses, relicensing, license surrender, decommissioning, license transfer, major license amendments, transition to license implementation, non-routine license implementation projects, license-related programs, land conservation programs and other license-related projects. The position may also act as an assistant project manager on larger, more complex license projects. The position uses independent judgment in applying project management and regulatory concepts, principles, and practices working with minimal supervision. The position works with License Coordinators, other Project Managers, Project Analysts, Lawyers, Business Planners, Project Engineers, scientists, operating personnel, construction personnel, other business partners, contractors, and others in managing license projects. Responsibilities include, but are not limited to the traditional project management responsibilities of defining project scope and objectives; developing project teams; and leading projects from inception through closeout. Additional responsibilities specific to license projects include, but are not limited to developing project strategy; representing the project to external project participants, including resource agencies, non-governmental organizations, and other third parties; and negotiating agreements with these external project participants. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Job duties will vary by assignment. Job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>– Manages license projects including, but not limited to original licenses, relicensing, license surrender, decommissioning, license transfer, major license amendments, transition to license implementation, non-routine license implementation projects, license-related programs, land conservation programs and other license-related projects</li> <li>– Leads projects from inception through closeout</li> <li>– Performs traditional project management duties including, but not limited to: <ul style="list-style-type: none"> <li>○ Defines project scope and objectives</li> <li>○ Plans, prepares and manages project cost estimates, economic analyses, job authorizations and annual budgets</li> <li>○ Plans, prepares and manages cost plans, schedule plans and resource plans</li> <li>○ Monitors and manages the project scope, schedule and cost</li> <li>○ Establishes and manages project teams with agreed upon roles and responsibilities</li> <li>○ Obtains commitments on detailed work plans including schedule, cost, resource, contingency and communication plans</li> <li>○ Obtains management approvals as needed</li> <li>○ Ensures project documentation is maintained</li> <li>○ Proactively identifies, analyzes, addresses and corrects project variances</li> </ul> </li> </ul>

<b>Journey Level License Project Manager</b>	
	<p>and performance issues</p> <ul style="list-style-type: none"> <li>○ Communicates project status on a regular basis to management and other stakeholders</li> <li>○ Assesses project risk and formulates mitigating contingency plans</li> <li>○ Provides guidance to and works with internal and external project team members</li> <li>○ Coordinates with other lines of business internal and external to Power Generation to ensure project activities meet appropriate criteria, quality, and job scope.</li> <li>○ Coordinates project activities among disciplines</li> </ul> <ul style="list-style-type: none"> <li>– Identifies and communicates lessons learned and best practices</li> <li>– Solicits, prepares, and evaluates proposals from contractors; awards, administers and manages contracts</li> <li>– Manages the integration of contractor tasks, and tracks and reviews contractor deliverables</li> <li>– Interprets and applies applicable laws and regulations</li> <li>– Plans, prepares and files reports, regulatory filings and other documents</li> <li>– Manages and approves reports, regulatory filings and other documents prepared by others</li> <li>– Represents project to external project participants including regulatory agencies, non-governmental organizations and other third parties</li> <li>– Use SAP for required job duties</li> </ul> <p>Works with Supervisor to:</p> <ul style="list-style-type: none"> <li>– Prepare written and verbal project communications with regulatory agencies, non-governmental organizations and other third parties</li> <li>– Manage relationships with external project participants including regulatory agencies, non-governmental organizations, contractors, and other third parties</li> <li>– Negotiate project agreements with regulatory agencies, non-governmental organizations and other third parties</li> <li>– Develop project strategies</li> <li>– Monitor and adopt changes in industry, laws, and regulation related to hydropower</li> </ul>
<b>Scope</b>	<p>Manages one or more moderately complex license projects and resolves problems of moderately complex scope. Assignments typically require standard solutions, but may include a moderate level of innovation. Under general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.</p>
<b>Interaction</b>	<p>Internal contacts are with Power Generation personnel, Law Department, and other service organizations, and typically include directing project-related work, reporting and discussing project matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts, which typically involve discussion with more senior Project Managers or Supervision in advance, are with contractors, regulatory agencies, non-governmental organizations, and other third parties. Contacts with contractors typically include directing project-related work, and discussing contract administration and results. Other external contacts typically include reporting and discussing project matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating. Provides guidance to team members. May partner with internal or external stakeholders to solve problems or explore alternative solutions.</p>
<b>Job</b>	

<b>Journey Level License Project Manager</b>	
<b>Qualifications:</b>	
<b>Education</b>	<p>A 4-year BS/BA Degree in Engineering*, Project Management, Regulatory Policy, Resource Management, Biological or Ecological Science, Law, Business or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US required. Advanced degree in same fields desired.</p> <p>* See Pay Band table for difference in compensation for individuals with or without Engineering degree or license.</p>
<b>Licenses / Certifications</b>	Engineering or Project Management Professional certification desired. Valid driver's license.
<b>Experience</b>	Mastery of Associate level Project Engineer or Journey level License Coordinator job duties or applicable equivalent, and demonstrated knowledge and ability to perform the basic duties of the Journey Level License Project Manager. Meets specific knowledge/ability requirements gained through a minimum of three years of cumulative experience in project engineering, Journey-level license coordination, or applicable equivalent.
<b>Knowledge / Abilities</b>	<p>Demonstrates knowledge and abilities required for the Associate level Project Engineer, Journey level License Coordinator or equivalent and also:</p> <ul style="list-style-type: none"> <li>- Prioritizes, plans, and develops solutions for moderately complex projects.</li> <li>- Approaches and plans work in an organized manner to meet project commitments.</li> <li>- Shows initiative and takes action proactively.</li> <li>- Coordinates well with others, and has basic understanding of the roles and responsibilities of License Project Managers.</li> <li>- Able to work with limited supervision and guidance to meet project commitments.</li> <li>- Able to work with internal and external stakeholders.</li> <li>- Able to understand and implement the requirements of interfacing disciplines.</li> <li>- Demonstrates informed judgment when making decisions and recommendations.</li> <li>- Uses judgment in applying project management and regulatory principles and techniques to determine cost-effective and practical solutions.</li> <li>- Ability to manage and complete several license projects concurrently, depending on scope and complexity.</li> <li>- Accurately Interprets applicable laws, standards and regulations and educates others.</li> <li>- Can provide thorough analysis of issues and justification of recommendations.</li> <li>- Takes ownership of problems and their solutions.</li> <li>- Demonstrates ability and desire to effectively engage others, including external stakeholders, in discussion and present clear and well reasoned positions for desired ideas and proposals.</li> <li>- Able to collaboratively negotiate and build consensus with external parties and reach agreement on moderately complex issues.</li> <li>- Sees the big picture. Understands organization and individual roles. Journey level strategic and critical thinking skills. Able to develop and implement strategies and tactics to address moderately complex issues.</li> <li>- Demonstrates ability to make clear, persuasive presentations of basic information in internal and external settings.</li> <li>- Demonstrates ability to organize ideas and communicate effectively orally and in writing both informally and in formal business settings. Communications demonstrate strategic and critical thinking skills. Demonstrates ability to craft effective correspondence, reports, filings, applications, agreements and proposed license conditions.</li> <li>- Shares information and lessons learned with co-workers to promote efficient learning and development within the organization. Helps train and mentor</li> </ul>

	<b>Journey Level License Project Manager</b>
	<p>project team members and others.</p> <ul style="list-style-type: none"> <li>- Demonstrates ability to develop and maintain constructive relationships with individuals and teams both internally and externally including with difficult individuals.</li> <li>- Has received formal project management training. Able to effectively develop and manage moderately complex license projects, parts of complex license projects, Demonstrates ability to achieve project objectives on schedule and within authorized cost.</li> <li>- Demonstrates ability to understand and correctly interpret regulations and requirements, meet difficult time constraints, meet all regulatory requirements and maintain accurate, timely compliance records. Understands and helps develop and implement project strategies. Proficient at achieving desired project results.</li> <li>- Demonstrates ability to understand complex regulatory, operations and maintenance, engineering, and environmental issues; develop, evaluate and support alternatives and concerns; and prepare well organized presentations and documentation of results.</li> <li>- Knowledgeable about current hydro issues, seeks deeper understanding of issues.</li> <li>- Understands and is able to apply contract principles, able to develop bid packages, evaluate proposals and effectively manage moderately complex contracts</li> <li>- Understands Company basic financial and business policies and practices. Able to prepare cost estimates, perform economic analyses, and prepare project justifications for moderately complex projects.</li> <li>- Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps.</li> <li>- Proactively evolves license coordination and project management skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li> </ul>

<b>Senior Level License Project Manager</b>	
<b>Summary</b>	<p>This is a senior-level License Project Manager job that requires mastery of the Journey License Project Manager job duties and is responsible for managing one or more high profile and complex regulatory projects (“license projects”) related to the FERC licenses and associated lands for the Company’s extensive hydroelectric system. The position may also manage high profile and complex license projects for emerging technologies such as wave and tidal. “Complex” refers to the overall character of a license project compared to other license projects, and includes consideration of project size, asset value, issues and risk to the Company, cost, number of external stakeholders, etc. The position applies extensive knowledge of, and skills in, project management and regulatory concepts, principles, and practices to manage complex regulatory projects and resolve complex problems with only general direction. Additional responsibilities beyond the Journey level License Project Manager include, but are not limited to, the following: providing leadership, coaching, training, technical direction, oversight, quality assurance, knowledge transfer and assistance to Journey level License Project Managers, other employees and teams; delivering high-profile presentations in challenging external settings; leading team meetings on complex project issues; interpreting laws, regulations and standards for broad use; taking a lead role in managing external relationships with regulatory agencies and third parties that may extend beyond single projects; taking a lead role in developing project strategies; developing or assisting in the development of new or updated project management processes, systems, guidelines and standards; taking a lead role in monitoring and adopting changes in the industry, laws, and regulation related to hydropower; and participating in external industry forums. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Performs functions of Journey level License Project Managers, but for more high profile and complex projects. Also performs job duties listed below. Job duties will vary by assignment.</p> <p>Additional Job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>– Leads, coaches, directs, and assists employees and teams on project management issues. May act as a mentor to Journey License Project Managers</li> <li>– Provides regulatory project management support to other departments</li> <li>– Manages one or more high profile and complex license projects as may be assigned</li> <li>– Develops or assists in the development of new or updated project management processes, systems, guidelines and standards</li> </ul> <p>Works with Supervisor to:</p> <ul style="list-style-type: none"> <li>– Negotiate with regulatory agencies, non-governmental organizations and other third parties on complex project issues that may affect more than one project</li> <li>– Take leadership role in managing external relationships with regulatory agencies, non-governmental organizations, contractors and other third parties</li> <li>– Take leadership role in developing project strategies</li> <li>– Take a leadership role in monitoring and adopting changes in industry, laws, and regulation related to hydropower</li> <li>– Participate in external and industry forums</li> </ul>
<b>Scope</b>	<p>Manages one or more high profile and complex license projects and resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed in process and upon completion; solutions may provide an opportunity for creative/non-standard approaches.</p>

<b>Senior Level License Project Manager</b>	
<b>Interaction</b>	Internal contacts are with Power Generation personnel, Law Department, and other service organizations at the senior and management level, and typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts, which may involve discussion with Supervision in advance, are with contractors, regulatory agencies, non-governmental organizations, and other third parties at the senior staff level. Contacts with contractors typically include directing work, discussing contract administration and results. Other external contacts typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating. May provide direction to less experienced License Project Managers and other team members. May partner with internal or external stakeholders at the senior staff level to solve problems or explore alternative solutions.
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS/BA Degree in Engineering*, Project Management, Regulatory Policy, Resource Management, Biological or Ecological Science, Law, Business or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US required. Advanced degree in same fields desired. * See Pay Band table for difference in compensation for individuals with or without Engineering degree or license.
<b>Licenses / Certifications</b>	Engineering or Project Management Professional certification required. Valid driver's license.
<b>Experience</b>	Mastery of the Journey level Project Engineer or License Project Manger job duties, or applicable equivalent, and demonstrated knowledge and ability to perform the basic duties of the Senior level License Project Manager. Meets specific knowledge/ability requirements gained through a minimum of six years of cumulative experience in regulatory project management.
<b>Knowledge / Abilities</b>	Demonstrate knowledge and abilities required for Journey level License Project Manager and also: <ul style="list-style-type: none"> <li>- Demonstrates ability to handle multiple high profile, large budget, and complex license projects without supervision.</li> <li>- Demonstrates good presentation skills including knowledge transfer presentations.</li> <li>- Able to lead license project management teams including outside contractors.</li> <li>- Successfully completes assignments of broad scope and complexity.</li> <li>- Able to integrate information from a variety of sources.</li> <li>- Demonstrates ability and desire to effectively engage others, including external stakeholders, in discussion and present clear and well reasoned positions for complex ideas and proposals.</li> <li>- Demonstrates ability to collaboratively negotiate and build consensus with external parties and reach agreement on complex and difficult issues</li> <li>- Sees the big picture. Deep understanding of department and individual roles. Strong strategic and critical thinking skills. Demonstrates ability to develop and implement strategies and tactics to address complex and difficult issues</li> <li>- Demonstrates ability to make clear, persuasive presentations on complex issues in large internal or external settings that may be difficult or contentious.</li> <li>- Demonstrates strong ability to organize ideas and communicate orally and in writing on complex topics informally and in formal business settings both internal and external. Communications demonstrate strong strategic and critical thinking skills. Demonstrates skilled ability to craft effective</li> </ul>

	<b>Senior Level License Project Manager</b>
	<p>correspondence, reports, filings, applications, agreements and proposed license conditions. Able to critically review communications prepared by others.</p> <ul style="list-style-type: none"> <li>- Seeks opportunities to share information and lessons learned with co-workers to promote efficient learning and development within the organization. Helps train and mentor Journey License Project Managers and others.</li> <li>- Demonstrates ability to develop, maintain and nurture constructive relationships with individuals and teams, internally and externally in the face of adversity. Acts as a positive influence on internal and external team dynamics to achieve more effective outcomes.</li> <li>- Demonstrates ability to effectively develop and manage multiple, complex license projects. Demonstrates ability to effectively balance priorities, maintain an efficient team organization and achieve project objectives on schedule and within authorized cost. Demonstrates ability to continually evaluate engineering, operations and maintenance, environmental, regulatory and strategic options and make effective adjustments as conditions change.</li> <li>- Demonstrates ability to understand and correctly interpret complex regulations and requirements, meet difficult time constraints, meet all regulatory requirements and maintain accurate, timely compliance records. Demonstrates ability to develop and implement effective regulatory strategies. Expert at achieving desired regulatory results. Assists in industry and legislative and regulatory matters.</li> <li>- Demonstrates ability to understand complex regulatory, operations and maintenance, engineering and environmental issues; independently develop, evaluate and support creative solutions, alternatives and concerns; prepare and present clear, well organized presentations and documentation for internal and external decision makers.</li> <li>- Highly knowledgeable about current hydro issues, seeks deeper understanding of issues, and interacts effectively with other industry representatives and organizations.</li> <li>- Understands and able to apply advanced contracting principles. Demonstrated ability to develop bid packages, evaluate proposals, award contracts and effectively manage large and complex contracts.</li> <li>- Understands Company financial and business policies and practices. Demonstrates ability to prepare complex cost estimates, perform complex economic analyses, prepare complex project justifications, and to critically review those prepared by others. Demonstrates ability to make effective financial and business presentations.</li> <li>- Able to identify gaps between current business practices and stated objectives and takes the lead for process improvements to address gaps.</li> <li>- Proactively evolves license coordination and project management skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li> </ul>

<b>Senior Consulting Project Engineer</b>	
<b>Summary</b>	<p>This is a senior consulting-level project engineer job that requires mastery of the senior project engineer or senior license project manager duties and is routinely requested by management to lead, as assigned, engineering &amp; design, project management, program management, and/or regulatory project management for the most complex and high risk exposure business endeavors, very large capital and expense improvements to power generation facilities, and/or high profile or highly contentious regulatory projects. The Senior Consulting Project Engineer is a widely recognized generation expert within the company and with external partners and stakeholders; is requested to apply expert judgment and extensive knowledge of the generation industry to research and develop new/unique solutions; develops and applies extensive risk management and programmatic approaches for high risk and/or system-wide issues; and/or applies extensive project management and contracting knowledge and negotiation skills to resolve complex challenges; and/or negotiates and resolves broad or complex settlement and license agreements. They are routinely requested by management to apply their expertise to projects they don't otherwise manage, and at a programmatic level. Provides extensive leadership, coaching and development of less experienced engineers and project managers. Provides high-level technical briefings, advice, and recommendations to upper management. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Performs the functions of Journey and Senior level Project Engineer and/or License Project Manager, but for more complex, larger budget, higher risk exposure, and higher profile projects. Jobs duties will vary by assignment. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>- Applies extensive generation expertise to develop strategic and tactical strategies and solutions for the most complex business endeavors.</li> <li>- Manages multiple large highly complex engineering, construction, and/or regulatory projects, programs, outages, and contracts.</li> <li>- Develops and applies extensive risk management and programmatic approaches for high risk, high visibility, and/or system-wide issues.</li> <li>- Acts as a company witness, liaison, and/or information provider on complex issues to outside parties; presents clear, concise, and well reasoned positions for desired ideas and proposals.</li> <li>- Collaboratively negotiates and resolves broad or complex settlement agreements with multiple external parties involving high value, highly contentious, or critical regulatory projects.</li> <li>- Represents PG&amp;E at external industry associations, committees, trade organizations and other inter-utility groups.</li> <li>- Researches and develops innovative solutions to solve challenging technical and regulatory issues.</li> <li>- Develops strategies and provides negotiation leadership on high risk and/or highly complex contracts and regulatory issues.</li> <li>- Performs complex and advanced engineering system modeling, analyses, studies, and develops conceptual designs.</li> <li>- Provides expert technical support in incident investigations and root cause analysis and makes recommendations to address local and system-wide problems.</li> <li>- Provides high-level technical briefings, advice, and recommendations to upper management.</li> <li>- Develops technical policies, procedures, and leads the development of standards, specifications, construction documents, and guidelines.</li> <li>- Interprets, clarifies, and educates others in applicable industry standards, and regulatory codes and regulations.</li> <li>- Provides expert knowledge and guidance to others in design reviews, start-up testing, inspections, and condition assessment; actively supports complex</li> </ul>

	<b>Senior Consulting Project Engineer</b>
	<p>and/or large project start-up tests and field inspections.</p> <ul style="list-style-type: none"> <li>- Develops and nurtures constructive relationships with internal and external individuals and teams</li> <li>- Provides extensive leadership, coaching and development of less experienced engineers and project managers.</li> <li>- Routinely requested by management to apply their expertise to projects they don't otherwise manage, and at a programmatic level.</li> </ul>
<b>Scope</b>	<p>Routinely requested by management to apply extensive generation expertise to develop strategic and tactical strategies and solutions for the most complex business endeavors, including on projects they don't otherwise manage and at the programmatic level. Manages multiple complex, high risk, or very large engineering, construction, and/or regulatory projects and resolves problems of very complex scope. Is widely recognized and serves as an expert within area of specialization to meet high level business needs. Regularly expected to apply creativity or new approaches to assignments that may be unique. Regularly takes a leadership role on technically or regulatory complex projects. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions. Regularly supports Directors, Managers, Principals, and Supervising engineers and project managers on programmatic solutions, process improvements, regulatory relations and strategies, and contracting strategies.</p>
<b>Interaction</b>	<p>Externally, establishes and maintains good relations with counterparts and higher level representatives in third party organizations, e.g., governmental, regulatory, business partner or community entities, using skilled negotiation, tact and diplomacy. Internal contacts are primarily with Power Gen personnel, Law Department, PG&amp;E internal services organization, and company management at the officer, director and manager level. Serves as the most senior level technical expert on the team. May partner with internal or external stakeholders to solve problems or explore alternative solutions. Often is a technical coach for others.</p>
<b>Job Qualifications:</b>	
<b>Education</b>	Meets qualifications for Senior Project Engineer or Senior License Project Manager.
<b>Licenses / Certifications</b>	Meets qualifications for Senior Project Engineer or Senior License Project Manager.
<b>Experience</b>	<p>Mastery of the Journey and Senior level Project Engineer or License Project Manager job duties and demonstrated knowledge, leadership, and ability to perform the duties of the Senior Consulting Project Engineer. Meets specific knowledge/technical requirements gained through a minimum of twenty years of cumulative experience in engineering, design, construction, and/or regulatory project management; at least fifteen of which must be in generation or heavy industry for project engineering and management or at least 10 years in hydro regulatory management, depending on assignment.</p>
<b>Knowledge / Abilities</b>	<p>Demonstrates knowledge and abilities required for the Journey and Senior level Project Engineer or License Project Manager and also:</p> <ul style="list-style-type: none"> <li>- Demonstrates ability to lead design of multiple large scale complex projects; provide resolution of complex technical and contractual issues; and/or provide Project Management on multiple large scale projects with complex scope requiring non-standard approaches; and/or provide Project Management on very complex, high profile, or highly contentious regulatory projects, with very limited supervision. Has an established track record of successful leadership of technical and/or regulatory endeavors in power generation which have consistently yielded positive outcomes for the company.</li> <li>- Demonstrates expert-level knowledge of the generation industry concepts, principles, standards, practices, and regulatory requirements in area of</li> </ul>

	<b>Senior Consulting Project Engineer</b>
	<p>expertise to resolve complex problems.</p> <ul style="list-style-type: none"> <li>- Provides leadership, direction, and coaches and develops less experienced engineers and project managers.</li> <li>- Demonstrates expert-level project management skills, including judgment in applying and adapting traditional project management techniques; development of strategic and tactical strategies for risk management, outage optimization, external stakeholders, contracting, and resource management; increased focus on long-term planning and multiple project execution; provides complex economic analyses; organizational savvy and ability to effectively leverage informal and formal techniques to deliver results; and development of effective metrics to measure performance.</li> <li>- Demonstrated expert-level regulatory project management skills, including presentation of clear, concise, and well reasoned positions on complex issues for desired ideas and proposals; collaboratively negotiate with external parties to reach agreements on complex, high profile, difficult and contentious issues; development and implementation of regulatory strategic and tactical strategies; expert-level ability to craft effective correspondence, filings, applications, agreements, and proposed license conditions; develop, maintain, and nurture constructive relationships with individuals and teams in the face of adversity and effectively leverage relationships strategically to achieve more effective outcomes; understand and correctly interpret regulations and requirements and develop and implement effective strategies for desired results; effectively advocate company positions in industry, regulatory, and legislative matters.</li> <li>- Demonstrates extensive contracting knowledge and contract negotiation and management skills.</li> <li>- Successfully negotiate cost effective solutions beneficial to our customers and PG&amp;E.</li> <li>- Complete complex assignments with few or no precedents or standards.</li> <li>- Demonstrates exceptional verbal and written communication and presentation skills.</li> <li>- Able to effectively facilitate large project &amp; group meetings, including external participants.</li> <li>- Builds consensus around complex and controversial project &amp; technical issues and successfully persuades others to act on agreements reached.</li> <li>- Demonstrates ability to ensure high quality work by self and others in discipline and/or project team; develops design standards &amp; specifications; conducts effective design reviews; and approves work of less experienced engineers and project managers.</li> <li>- Seeks opportunities to build organization's understanding of technical information, processes, and tools; demonstrates the ability to effectively transfer knowledge; develops and provides effective training.</li> <li>- Readily integrates industry knowledge and best practices into every day business practices and decision making; provides others with interpretation and guidance on industry standards and regulations.</li> <li>- Proactively identifies trends over multiple projects or years; takes needed action to initiate practical system-wide improvements, provides recommendations, develops implementation plans, and leads implementation.</li> <li>- Proactively evolves engineering, project management, and regulatory skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li> </ul>

<b>Senior Plant Engineer</b>	
<b>Summary</b>	This is a Senior level Engineer job that works under the direction of the plant manager and is typically the sole engineering representative at the site. As such, the Plant Engineer must be well rounded with the ability to work in multiple arenas. The Job Duties listed below depend on a thorough understanding of the generation technology in use at the site and will be dominated by Production Support and Monitoring Plant Performance. This position is also responsible for providing facility personnel with technical engineering support for routine projects, including, but not limited to: providing technical data; applying engineering principles to investigate, analyze, and propose solutions to technical issues; oversee or conduct engineering design review, and in the review of applicable engineering documents.
<b>Job Duties:</b>	<p><b>Production Support:</b> Works with the operations and maintenance teams to provide engineering support for plant projects. Assists maintenance team in short and long term outage and non-outage planning, leads the facility in root cause analysis and forced event reporting. Also Assists the site safety lead with accident investigation and assists the plant manager with the annual budget process.</p> <p><b>Monitor Plant Performance:</b> Works with plant operations and maintenance personnel to resolve and correct performance deficiencies. Uses familiarity with the facility equipment and engineering expertise to identify and communicate safety, performance, or reliability concerns. Monitors unit efficiency and identifies and troubleshoots deviations from expected values.</p> <p><b>Develops &amp; manages tools:</b> Works with the power management/dispatch group to develop and maintain a detailed plant cost analysis tool for use in dispatching the facility in all conditions. Develops facility technical policies, procedures, and contributes to the development of facility standards, specifications and guidelines.</p> <p><b>Project / Outage Support:</b> Provide technical support during major and minor unit outages. May manage or direct projects or modifications to plant equipment and ensure proper installation, operation, and documentation.</p> <p>Represents PG&amp;E at external industry associations, committees, trade organizations and other inter-utility groups.</p>
<b>Scope</b>	Resolves problems of a broad scope. Assignments typically require from standard to complex solutions. Assignments are regularly reviewed by the Plant Manager. Responsible as back-up for the facility environmental manager, and fills in for Plant Manager at some meetings and may provide vacation relief for Plant Manager. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions.
<b>Interaction</b>	Internal contacts are with the facility management team to resolve plant performance issues, provide technical expertise as requested and to interact with system dispatch to maintain plant performance and dispatch tools.
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS Degree in Engineering or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US is strongly preferred.
<b>Licenses / Certifications</b>	Current and active California PE license is strongly preferred.
<b>Experience</b>	Five to ten years power plant experience specifically with the power generation technology in use at the subject plant. Greater experience within this range is required for individuals without a PE License.

<b>Senior Plant Engineer</b>	
<b>Knowledge / Abilities</b>	<p>Able to apply basic engineering principles and theory. Prioritizes, plans, and recommends solutions for routine projects. Effectively communicates both written and orally. Approaches and plans work in an organized manner to meet project commitments. Demonstrates good judgment when making decisions and recommendations. Ability and willingness to work overtime to support plant operation and maintenance. (Occasional phone calls during off hours are to be expected.)</p>

<b>Plant Engineer</b>	
<b>Summary</b>	<p>This Journey Level Plant Engineer position is the first in a progression; the job performs tasks of limited scope under the guidance of the plant manager, maintenance supervisor and the operations supervisor. This job provides engineering and technical support to O&amp;M staff, for small to medium capital and expense, improvements to power generation and infrastructure facilities at fossil fueled power plants.</p>
<b>Job Duties:</b>	<p>Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease. Jobs duties will vary by assignment and include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Fully understands Power Gen safety program and requirements; looks for and resolves unsafe situations; models safe behavior through personal actions and design efforts; holds themselves and others accountable for safety; and contributes to Power Gen's safety programs.</li> <li>• Provides overall engineering support to operations and maintenance personnel to promote safe, reliable and efficient operation of the assigned plant.</li> <li>• Provides assistance to plant management staff with appropriate design criteria and calculations; ensures proper checking, design reviews, approvals, and documentation.</li> <li>• Ensures all drawings affected by design changes are updated in a timely manner to reflect as-built conditions.</li> <li>• Assists the plant management team to ensure facility adherence to site design change management process.</li> <li>• Provides support in the review and validation of O&amp;M procedures, assures they are kept accessible and updated.</li> <li>• Works with operations and maintenance to diagnose and troubleshoot plant control, electrical and mechanical systems as needed.</li> <li>• Assists the plant management team to manage document control and plant library at assigned facility.</li> <li>• Actively participate in plant environmental compliance issues. Principal backup responsibility to the environmental compliance manager including assisting the site compliance manager in compliance reporting</li> <li>• Actively participate in root cause investigations.</li> <li>• Participates and provides engineering review of Management of Change efforts including Process Safety Management initiatives.</li> <li>• Investigates resources required to complete engineering and plant-related tasks</li> <li>• Under direction, evaluates and makes recommendations to resolve plant equipment problems. Supports start-up tests and equipment inspections as assigned.</li> <li>• Assists the plant management team in conducting performance evaluations of power plant systems, major components and to conduct equipment performance tests as needed.</li> <li>• Assists plant personnel to monitor unit efficiency using plant performance tools to identify and troubleshoot deviations from expected values.</li> <li>• Assists the plant management team to provide technical direction to Design Engineers and Drafters; including quality checking of all work;</li> <li>• In emergencies, promptly responds to facility failures to support assessment and corrective actions as needed.</li> <li>• Supports plant management staff by assisting in the following: <ul style="list-style-type: none"> <li>○ Assists in compiling and reporting to both internal and external stakeholders (GAD's, NERC, FERC, GUSS, others as needed).</li> </ul> </li> </ul>

	<b>Plant Engineer</b>
	<ul style="list-style-type: none"> <li>○ Assists in troubleshooting and resolving issues with the plant chemistry PPT.</li> <li>○ Assists the plant management team to Obtain commitment on detailed work plans including schedule, cost, resource, contingency and communication plans</li> <li>○ Assists in annual development and monthly analysis of plant budget.</li> <li>○ Assists plant management staff to Assure implementation of applicable quality standards</li> <li>○ Ensures the proper use of the CMMS</li> <li>● Other duties as assigned as related to Engineering by Plant Management.</li> </ul>
<b>Scope</b>	External contacts typically involve oversight by more experienced plant management and include directing plant-related work and contract administration with contractors; and providing information and conducting limited discussions with external stakeholders.
<b>Interaction</b>	Internal contacts are primarily with Power Gen personnel, including O&M clients and plant team members, and PG&E internal services organizations.
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS Degree in Engineering from an accredited curriculum in the US or the equivalent from outside the US is required.
<b>Licenses / Certifications</b>	Successful completion of California E.I.T. examination. Current and active California PE license desired.
<b>Experience</b>	At least 18 months of engineering experience specifically with the fossil fueled power generation technology in use at the subject plant.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>● Able to apply basic engineering and power plant operations principles and theory.</li> <li>● Assists plant management staff to identify information needed to solve a problem; gather and organize information in systematic manner; develop simple analysis and/or support more complex analysis by more experienced engineers; prepare basic reports and displays of data logically and according to established standards and guidelines.</li> <li>● Has basic understanding of utility industry, general knowledge of design requirements and industry standards, and proven ability to develop simple designs and specifications.</li> <li>● Able to assist plant management staff to provide technical and/or plant oversight and direction to consultants, suppliers, and construction firms to meet routine to moderately complex plant needs.</li> <li>● Ability to combine technical &amp; business judgment in applying engineering and plant operational principles and techniques to determine cost effective and practical solutions.</li> <li>● Understands PG&amp;E's basic financial and business policies &amp; practices and tools, and able to apply appropriately to the cost estimating, economic analysis, justification, and approval of routine moderately complex plants.</li> <li>● Strong communication and analytical skills; effectively communicates orally and in writing; able to present basic information in informal and formal group settings; able to facilitate plant team meetings.</li> <li>● Approaches and plans work in an organized manner to meet plant commitments.</li> <li>● Demonstrates good judgment when making decisions and recommendations, including solicitation of guidance from experienced personnel.</li> <li>● Works with more experienced engineers and plant managers to further their own development.</li> </ul>

	<b>Plant Engineer</b>
	<ul style="list-style-type: none"> <li>• Proactively evolves engineering and plant operational skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li> <li>• Proficient business computer skills such as Microsoft Office Suite Programs (emphasis on Excel, Word, and MS Plant).</li> </ul>

	<b>Journey Level Project Management Analyst</b>
<b>Summary</b>	<p>This is a Journey level Project Management Analyst who works with the direction of more senior PM Analysts, Project Managers, Project Engineers, Business Planners and a supervisor. The position provides project oversight, control and analysis for capital and expense improvement projects and/or FERC relicensing and license compliance projects for hydro power and/or fossil fired and infrastructure facilities. Multiple projects are supported simultaneously. The position requires a thorough understanding of project cost and schedule controls and project management methodologies, strong computer skills, and enhanced verbal and written communication skills. Employee works independently with general direction and applies judgment to set priorities and complete tasks. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Position responsibilities include assisting project leads (Project Managers and Project Engineers) with management and successful completion of projects, on time and within budget, and assisting supervisors and managers through analysis and reporting on projects and programs. Job duties may vary by assignment but demand more in depth skill and knowledge, involve more complex projects and analysis and greater autonomy as skill and experience develop. Duties for Journey level PM Analysts are completed under general direction from project leads and supervisors; complexity and autonomy of assignments increase as an employee gains more experience and expertise. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>- Assist project leads as needed to obtain management approval of projects and budgets, including independently drafting and developing project authorization requests, cost estimates, economic analyses, project justification, and other supporting documents some direction from project lead and other team members.</li> <li>- Efficiently and accurately perform monitoring and analysis functions for the various projects. Work in collaboration with project leads and project teams to develop and maintain project schedules and monitor cost status and forecasts. Analyze schedule start and duration variances. Perform targeted SAP queries to extract financial performance data.</li> <li>-Maintains written and electronic project documentation and records for required aspects of the project in accordance with established guidelines and requirements.</li> <li>-Maintains order groups by managing orders from inception through completion and closure.</li> <li>- Analyze and trend cost and schedule variances against authorized and budgeted cost plans. Alert team when corrective actions are needed, including anticipating future problems based on trends. Analyze actual charges to validate their correctness and appropriateness, and take corrective measures when appropriate. Provide project leads and project team members with status information and milestones that will ensure timely decisions that will take advantage of changing circumstances and resource availability.</li> <li>- Independently prepare and maintain project status reports, programmatic</li> </ul>

<b>Journey Level Project Management Analyst</b>	
	<p>spreadsheets, project database updates and various management communication reports (in coordination with project lead). Recommends and implements improvements to these systems.</p> <ul style="list-style-type: none"> <li>- Assist project leads with procurement and contracting activities including but not limited to drafting of contract documents under direction of project lead; work directly with contractors to resolve errors and questions concerning invoices.</li> <li>- Recommend improvements to assist in maintaining and updating Project Management Guidelines, including recommending process improvements. . Assist in updating Project Management website.</li> <li>- Proactively support attaining Departmental objectives.</li> <li>- Assist project leads with coordination and documentation of project kickoff meetings, walk downs, lessons learned meetings, and design review meetings. Occasionally stand in for project lead when he or she is not available.</li> <li>- Mentor newer employees and assist in training and developmental functions.</li> <li>- Will support management on analyst related job duties as needed.</li> </ul>
<b>Scope</b>	<p>Supports multiple projects by providing cost and schedule reporting and analysis and other project documentation. Assignments typically require proficiency with company systems and analysis techniques and require some direction from project leads and supervisor. Work progress is reviewed occasionally for technical accuracy and adequacy in process and upon completion. Represents project lead when he or she is not available. May provide guidance and/or review of work of less experienced team members. May partner with internal or external stakeholders to solve problems or explore alternative solutions.</p>
<b>Interaction</b>	<p>External contacts primarily include project-related work and support contract administration with contractors and vendors. May include some interaction with agencies or non governmental organizations. Internal contacts are primarily with Power Gen personnel, including O&amp;M clients, business planners, project team members, and PG&amp;E internal services organizations and typically include supporting project-related work, documenting and reporting progress, exchanging and coordinating information, documenting meetings and providing appropriate documentation.</p>
<b>Job Qualifications:</b>	
<b>Education</b>	<p>A 4-year BS/BA Degree in Engineering, Construction Management, a scientific discipline, economics, finance or business administration from an accredited curriculum in the US or the equivalent from outside the US is required. A minimum of 5 years of applicable work experience (such as in accounting, construction management, project scheduling or controls) with responsibilities similar to those required for this classification is acceptable in lieu of formal education.</p>
<b>Licenses / Certifications</b>	<p>Project Management Certification desired.</p>
<b>Experience</b>	<p>Meets specific technical requirements gained through education or experience as specified above.</p>
<b>Knowledge / Abilities</b>	<p>Demonstrates knowledge and as described below:</p> <ul style="list-style-type: none"> <li>- Strong computer skills, including competency with SAP, MS-Word and Excel; competent with databases and project scheduling software.</li> <li>- Able to complete assignments independently and meet commitments based on general direction including when tasks are complex and require experience-based judgment to accomplish.</li> <li>- Able to support several projects concurrently, prioritizing tasks appropriately depending on the needs of respective projects.</li> </ul>

	<b>Journey Level Project Management Analyst</b>
	<ul style="list-style-type: none"><li>- Applies sound knowledge of project management concepts, principals, practices, and requirements for power generation assets to help with development and documentation of project scopes and implementation plans.</li><li>- Can create and provide detailed analysis of cost and schedule reports and is able to identify key information.</li><li>- Demonstrates experienced judgment when making decisions and recommendations; uses technical &amp; business judgment to determine cost effective and practical solutions.</li><li>- Able to function as a Journey level Project Management analyst on multiple large and moderately complex projects, and is able to develop CPM schedules, detailed cost plans, project resource plans, and project authorization and justification documentation for these projects.</li><li>- Able to communicate a variety of topics effectively; and utilize a variety of styles in order to connect with the intended audience; able to present moderately complex project information in informal and formal group settings; promotes greater understanding by providing background information and analysis rational.</li><li>- Demonstrates strong proficiency in written and verbal communication skills.</li><li>- Able to facilitate routine project meetings &amp; walk downs.</li><li>- Understands PG&amp;E's basic financial and business policies and practices, and is able to apply them appropriately to the cost estimating, economic analysis, justification, and approval of small to moderately complex projects. Proficiency with company systems including but not limited to SAP, EDRS, and SRM.</li><li>- Track record of Identifying process improvements, and taking ownership of problems and their solutions.</li><li>- Able to mentor less senior employees and demonstrate ability to assist in training and development of technical skill-sets with others.</li><li>-Applies sound judgment, forward thinking, takes initiative, and acts as a team player when performing job function.</li></ul>

<b>Senior Level Project Management Analyst</b>	
<b>Summary</b>	<p>This is a Senior level Project Management Analyst who provides support to a broad portfolio of Project Managers, Project Engineers, Business Planners and a supervisor. The position provides project oversight, control and analysis for capital and expense improvement projects and/or FERC relicensing and license compliance projects for fossil fired and/or hydro power and infrastructure facilities. Multiple projects are supported simultaneously. The employee also coaches and mentors others, and initiates and leads process improvement efforts. The position requires expert level understanding of project cost and schedule controls and project management, exceptional computer skills, and enhanced verbal and written communication skills. Employee works independently with limited direction and applies judgment to set priorities and complete tasks. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Position responsibilities include assisting project leads with management and successful completion of projects, on time and within budget, and assisting supervisors and managers through analysis and reporting on projects and programs. Job Duties will vary by assignment and include those of a Journey level PM Analyst, but demand more in-depth skill and knowledge, involve more complex projects and analyses, and significant autonomy. Duties for Senior level PM Analyst are completed under general direction from project leads and supervisors; complexity and autonomy of assignments increase even further as an employee gains more experience and expertise. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>- Proactively assist project leads to obtain management approval of projects and budgets, including independently drafting and developing project authorization requests, cost estimates, economic analyses, project justification, and other supporting documents with limited direction from project lead.</li> <li>- Coaches less senior PM Analysts in their development and maintenance of project schedules, cost plans, and other project controls. Perform complex and customized SAP queries to extract financial performance data. Develops new tools and templates for other PM Analysts to use in their work.</li> <li>- Provides review, edit and comment upon work products of less senior PM analysts on behalf of the job lead and/or supervisor.</li> <li>- Takes lead in maintaining and updating Project Management Guidelines, including recommending process improvements.</li> <li>- Identifies opportunities to improve analyst tools, methodologies, or processes and proactively works with supervisors or other team members to implement improvements.</li> <li>- Provide mentoring and leadership to less senior PM Analysts to support attaining Departmental objectives.</li> <li>- Assist project leads with coordination and documentation of project kickoff meetings, walk downs, lessons learned meetings, and design review meetings.</li> <li>- May function as project lead on small or short duration projects, and/or when a project lead is away (e.g., on vacation).</li> <li>- Will support management on analyst related job duties as needed.</li> </ul>
<b>Scope</b>	<p>Supports multiple projects by providing cost and schedule reporting and analysis and other project documentation. Assignments typically require expert knowledge of company systems and analysis techniques and require very limited direction from project leads and supervisor. Work requires limited review for technical accuracy and adequacy in process and upon completion. Represents project lead when he or she is not available. Routinely provides guidance and/or review of work of less experienced team members. Partners with internal or external</p>

<b>Senior Level Project Management Analyst</b>	
	stakeholders to solve problems or explore alternative solutions.
<b>Interaction</b>	External contacts primarily include project-related work and support contract administration with contractors and vendors. May include some interaction with agencies or non governmental organizations. Internal contacts are primarily with Power Gen personnel, including O&M clients, business planners, project team members, and PG&E internal services organizations and typically include supporting project-related work, documenting and reporting progress, exchanging and coordinating information, documenting meetings and providing appropriate documentation.
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS/BA Degree in Engineering, Construction Management, a scientific discipline, economics, finance or business administration from an accredited curriculum in the US or the equivalent from outside the US is required. Or a minimum of 8 years of applicable work experience (such as in accounting, construction management, project scheduling or controls) with responsibilities similar to those required for this classification is acceptable in lieu of formal education.
<b>Licenses / Certifications</b>	Project Management Certification highly desired.
<b>Experience</b>	Level of experience required depends on education: If the degree requirement noted above is satisfied, meets specific technical requirements gained through a minimum of 5 years of cumulative experience supporting project engineering, design, and construction, including demonstrated successful leadership of these activities. If degree requirement is not satisfied, 10 years of experience is required.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>- Exceptional computer skills, including expertise with SAP, MS-Word and Excel, and with databases and project scheduling software.</li> <li>- Able to complete assignments independently and meet commitments based on limited direction, including when tasks are complex and require significant experience-based judgment to accomplish.</li> <li>- Applies extensive knowledge of project management concepts, principals, practices, and requirements for power generation assets to help with development and documentation of project scopes and implementation plans.</li> <li>- Can create and provide novel and complex analysis of cost and schedule reports and is able to identify key information missed by others.</li> <li>- Demonstrates experienced judgment when making decisions and recommendations; uses technical &amp; business judgment to determine cost effective and practical solutions.</li> <li>- Able to function as a Senior level Project Management Analyst on multiple large and complex projects, and is able to independently develop CPM schedules, detailed cost plans, project resource plans, and project authorization and justification documentation for these projects.</li> <li>- Able to communicate a variety of topics effectively; and utilize a variety of styles in order to connect with the intended audience; able to present complex project information in informal and formal group settings; promotes greater understanding by providing background information and analysis rational.</li> <li>-Able to facilitate and lead cross functional teams for the purpose of tools, processes and methodologies.</li> <li>- Demonstrates mastery of written and verbal communication skills.</li> <li>- Able to facilitate routine and non-routine project meetings &amp; walk downs.</li> <li>- Thoroughly understands PG&amp;E's basic financial and business policies and practices, and is able to apply them appropriately to the cost estimating,</li> </ul>

	<b>Senior Level Project Management Analyst</b>
	economic analysis, justification, and approval of large and complex projects. Demonstrates mastery of company systems including but not limited to SAP, EDRS, and SRM. - Identifies process improvements, and takes ownership of problems and their solutions.

<b>Power Generation Technical Assistant</b>	
<b>Summary</b>	Under general direction or supervision, performs technical work to prepare and submit routine reports, many of which are mandated by regulatory agencies.
<b>Job Duties:</b>	Typical assignments may include obtaining and analyzing data; verifying mathematical computations; preparing and submitting regulatory reports, and assisting in administrative work associated with the technical services group.
<b>Scope</b>	This position must demonstrate an expert knowledge of Microsoft Office suite of programs.
<b>Interaction</b>	This position typically reports to the Manager of Technical Services Power Generation, or otherwise supports this or a comparable functional area.
<b>Job Qualifications:</b>	
<b>Education</b>	AA degree with emphasis on mathematics.
<b>Licenses / Certifications</b>	Valid driver's license.
<b>Experience</b>	Experience or supplemental training which establishes the ability to perform duties of the classification.
<b>Knowledge / Abilities</b>	Must have a demonstrated ability to perform these duties and to learn numerous specialized programs.

<b>Senior Power Generation Technical Assistant</b>	
<b>Summary</b>	Under general direction or supervision, performs technical work to prepare and submit routine reports, many of which are mandated by regulatory agencies. This position typically reports to the Manager of Technical Services Power Generation or otherwise supports this or a comparable functional area, and performs full range of high level duties as assigned. Many assignments are at an advanced level of knowledge and application. Significant independent action required.
<b>Job Duties:</b>	Typical assignments include: <ul style="list-style-type: none"> <li>- Compile and submit mandatory detailed regulatory reports for a variety of agencies.</li> <li>- Research and prepare department reports.</li> <li>- Manage technical office assignments.</li> </ul>
<b>Scope</b>	Resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed upon completion; solution may provide an opportunity for creative/non-standard approaches.
<b>Interaction</b>	External contacts are with contractors, vendors and local public agencies with ministerial authority. Internal contacts are with clients, team members, and company management. May provide technical direction to less experienced team members. Exchanges information and solves problems with others outside the team.
<b>Job Qualifications:</b>	
<b>Education</b>	AA degree with emphasis on mathematics.
<b>Licenses / Certifications</b>	Valid driver's license.
<b>Experience</b>	The qualifications of a Technical Assistant with five or more years experience.
<b>Knowledge / Abilities</b>	A Technical Assistant with demonstrated ability to perform work of a difficult nature as evidenced by the quality of work.

<b>Maintenance Planner</b>	
<b>Summary</b>	This is a journey level position that supports multiple Supervisors, in a Hydro Area or Fossil power plant, in managing O&M and Construction work, coordinating outages and planning future work. The job is responsible for providing maintenance planning support associated with SAP Work Management, Cost Tracking on O&M orders, Updating Maintenance Plans, maintaining equipment record, and interfacing with the Work Management database.
<b>Job Duties:</b>	<p>Manage SAP Work Management system for multiple supervisors in a geographic area for all O&amp;M work. Assures that all notifications and orders are accurate and are opened, prioritized and closed out punctually. Assists Supervisors with cost tracking on O&amp;M orders. Reviews with the Supervisors all Compliance and Corrective Action notifications and orders. Updates all Maintenance Plans to reflect current work required by standards and guidelines and to insure recurring orders are created at the appropriate intervals. Close or delete old data from the WM database and maintain it in a current condition. Work with other planners to achieve consistency in the WM system across all Hydro Areas, and coordination with fossil plants. Assure that equipment records are maintained accurately and appropriate data, drawings and standards are included in database. Assures that the Long Term Plan accurately reflects the work required in future years and that the costs for engineering, material procurement, construction, etc., are phased appropriately. Insures that newly identified work is included in the LTP. Plans future work based on utilizing data and findings from the Condition Assessment program.</p> <p>Coordinates with other planners, outage coordinators and supervisors across multiple locations to optimize outages. Works with the Power Generation Outage Coordinator to identify opportunities to coordinate outages across Business Lines. Identifies and acts on any opportunities for consolidating outage work to minimize outage durations and improve productivity. Coordinates outage plans with projects from the Long Term Plan. Performs trend analysis on work backlog to improve planning process and inform supervision about past due work. Report maintenance indicators on schedule attainment, past due work, etc. Work with supervisors to develop potential improvement opportunities. Review and assist Supervisors in identifying and preparing outage scope work packages and compile report for post outage work completed report.</p> <p>Monitor and provide Supervisors with their Safety Notification backlog report. Create and updates preventive maintenance schedules as appropriate. Provides SAP WM training to field personnel who have the need to use the WM system. Manage all aspects of procurement process, as assigned. Will work with Supervisors and Principals for some duties. Other duties as assigned.</p>
<b>Scope</b>	Resolves problems of moderate scope. Assignments typically require standard solutions. Under general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.
<b>Interaction</b>	Supports multiple Supervisors, Business Planners, Engineering and Project Management in Hydro/Fossil, in managing O&M and Construction work, coordinating outages and planning future work. Internal contacts are with clients and project team members and typically include discussing and reporting progress, exchanging and coordinating information, managing meetings and providing scope documents.
<b>Job Qualifications:</b>	
<b>Education</b>	Minimum of 10 years experience maintenance or operations and planning. A 2-year AA Degree or higher in a technical discipline from an accredited curriculum in the US or the equivalent from outside the US is desirable.
<b>Licenses / Certifications</b>	Valid driver's license.
	Mastery of job duties or equivalent and demonstrated knowledge and ability to perform

<b>Maintenance Planner</b>	
<b>Experience</b>	<p>the basic duties of the Journey Level Planner. Meets specific technical requirements gained through a minimum of 10 years of cumulative experience in maintenance or operations and planning.</p> <p>SAP PM module experience  Experience in planning work/line budget  Business Understanding</p>
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>- Able to apply basic planning principles and theory.</li> <li>- Prioritizes, plans, and recommends solutions for routine projects.</li> <li>- Effectively communicates both written and orally.</li> <li>- Approaches and plans work in an organized manner to meet area commitments.</li> <li>- Demonstrates good judgment when making decisions and recommendations.</li> <li>- Frequently shows initiative and takes action proactively.</li> <li>- Work with limited supervision and guidance to meet project commitments</li> </ul>

<b>Power Generation Specialist</b>	
<b>Summary</b>	This is a Journeyman Level position capable of managing most assignments and job duties with limited oversight and general technical direction of more experienced specialists. Individuals in this position are Subject Matter Experts responsible for providing technical assistance to operating and maintenance supervisors in support of, but not limited to: providing technical data; applying engineering principles to investigate, analyze, and propose solutions to technical issues; assisting project managers, construction personnel, and other business partners. The responsibility level of this position increases with experience. Uses independent judgment in applying operating and maintenance principles, working with minimal supervision. Works with engineers, project managers, construction personnel, and other business partners in assessing project needs. Responsibilities include, but are not limited to, the following: Develop technical studies and reports, and provide guidance to operating and maintenance supervisors, contractors and outside vendors. This position also performs related work as required and the duties outlined in this job description may vary depending on position.
<b>Job Duties:</b>	<p>May perform the following functions:</p> <ul style="list-style-type: none"> <li>– Provides technical expertise and performs root cause analyses, studies, and develops conceptual designs.</li> <li>– Presents findings to internal organizations, contractors and outside vendors.</li> <li>– Develops training plans and materials for Power Generation personnel and conducts training as required.</li> <li>– Conducts walkdowns and facility operating review meetings.</li> <li>– Prepares written technical documents such as design criteria, specifications, guidance documents and reports.</li> <li>– Develops, evaluates, and recommends alternative project proposals.</li> <li>– Solicits, prepares, and evaluates contracts and proposals from vendors and consultants. Reviews consultant contracts for technical compliance.</li> <li>– Interprets and applies applicable codes and regulations.</li> <li>– Participates in the development of effective restoration plans. Assists in root cause analysis.</li> <li>– Prepares reports, new drawings, and revisions to existing guidance documents.</li> <li>– In emergencies, promptly responds to facility failures.</li> <li>– Represents PG&amp;E to government bodies as required for assigned projects.</li> <li>– Will work with Supervisors and Principals for some duties.</li> <li>– Provide support and direction and assigns work to field crews during Operation, Maintenance and/or Construction activities at Power Generation Facilities.</li> <li>– Other duties as assigned.</li> </ul>
<b>Scope</b>	Resolves problems of moderate scope. Assignments typically require standard solutions. Under general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for technical accuracy and adequacy in process and upon completion.
<b>Interaction</b>	External contacts are primarily coordinating with contractors and vendors. Internal contacts are with clients and project team members. May guide the work of less experienced team members. Exchanges information with others outside the team. May partner to solve problems or explore alternative solutions.
<b>Job Qualifications:</b>	
<b>Education</b>	Completion of a Disciplined specific Apprenticeship program or have held a recognized journey level operations position. A Journeyman Certificate in a technical discipline from an accredited curriculum in the US or the equivalent from outside the US. BS degree desired.
<b>Licenses / Certifications</b>	Valid driver's license.
	Demonstrated knowledge and ability to perform the basic duties of the Power Generation

<b>Power Generation Specialist</b>	
<b>Experience</b>	Specialists. Meets specific technical requirements gained through a minimum of eight years of cumulative experience in operation or maintenance field. 8 years experience in Journeyman Classification or equivalent.
<b>Knowledge / Abilities</b>	<p>Demonstrates knowledge and abilities required for the Power Generation Specialist and also:</p> <ul style="list-style-type: none"> <li>- Demonstrates and promotes safe working practices and methods.</li> <li>- Capable of coordinating with technical team, and has basic understanding of the roles and responsibilities of Subject Matter Expert.</li> <li>- Able to work with limited supervision and guidance to meet commitments.</li> <li>- Able to work with internal and external customers and suppliers.</li> <li>- Able to understand and implement the technical requirements of interfacing industry disciplines.</li> <li>- Demonstrates informed judgment when making decisions and recommendations. Shows initiative and takes action proactively.</li> <li>- Uses judgment in applying disciplined principles and techniques to determine cost effective and practical solutions.</li> <li>- Ability to manage and complete several projects concurrently, depending on scope and complexity.</li> <li>- Interprets applicable codes, industry standards and regulations and educates others.</li> <li>- Can provide thorough analysis of issues and justification of recommendations.</li> <li>- Takes ownership of problems and their solutions.</li> </ul>

<b>Senior Power Generation Specialist</b>	
<b>Summary</b>	This is an experienced Subject Matter Expert senior-level position that requires mastery of one or more disciplines and typically possesses extensive knowledge of power generation systems and equipment. Individuals at this level are responsible and capable of leading large, complex jobs and investigations and able to provide technical assistance and direction to the facility managers. Applies extensive knowledge of concepts, principles, and practices to resolve complex problems with only general direction. Provides leadership, coaching, technical direction, knowledge transfer and assistance to operating, maintenance, and technical supervisors and their teams. Additional responsibilities beyond the Power Generation Specialist include, but are not limited to, the following: Deliver presentations, lead team meetings, interpret and ensure compliance with industry practices and codes, represent the company to outside regulatory agencies. This position also performs related work as required and the duties outlined in this job description may vary depending on position.
<b>Job Duties:</b>	May perform functions of Power Generation Specialist and in addition: <ul style="list-style-type: none"> <li>– Manage large complex projects and perform engineering analyses, studies, and develop conceptual designs.</li> <li>– Lead, coach, direct, and assist technical employees and teams on technical issues. May act as a mentor.</li> <li>– Assist in finalizing contract project specification and technical evaluation of contract project bids.</li> <li>– Provide support to other departments in land, permitting, and legal issues.</li> <li>– Will work with Supervisors and Principals for some duties</li> <li>– Periodically directs the work of field crews during Operation, Maintenance and/or Construction at Power Generation facilities.</li> <li>– Other duties as assigned.</li> </ul>
<b>Scope</b>	Resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed upon completion; solution may provide an opportunity for creative/non-standard approaches.
<b>Interaction</b>	External contacts are with contractors, vendors and local public agencies with ministerial authority. Internal contacts are with clients, team members, and company management. May provide technical direction to less experienced team members. Exchanges information and solves problems with others outside the team.
<b>Job Qualifications:</b>	
<b>Education</b>	Completion of a Disciplined specific Apprenticeship program or have held a recognized journey level operations position. A Journeyman Certificate in a technical discipline from an accredited curriculum in the US or the equivalent from outside the US. BS degree desired.
<b>Licenses / Certifications</b>	Valid driver's license.
<b>Experience</b>	Mastery of the Power Generation Specialist job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Power Generation Specialists. Meets specific technical requirements gained through a minimum of 8 years as a Power Generation Specialist or 13 years accumulated experience in significant related work.
<b>Knowledge / Abilities</b>	Demonstrate knowledge and abilities required for the Power Generation Specialist and Senior Power Generation Specialist and also: <ul style="list-style-type: none"> <li>– Demonstrate ability to handle multiple large scale, large budget complex projects without supervision.</li> <li>– Demonstrate good presentation skills including knowledge transfer presentations.</li> <li>– Ability to serve as the leader for a technical review team including outside contractors.</li> <li>– Complete assignments of broad scope and complexity.</li> </ul>

	<b>Senior Power Generation Specialist</b>
	- Ability to integrate information from a variety of sources.

<b>Senior Consulting Power Generation Specialist</b>	
<b>Summary</b>	<p>This is a senior consulting-level power generation specialist position that requires mastery of the senior power generation specialist and power generation specialist duties and is routinely requested by management to lead, as assigned, project management, program management, and/or regulatory project management for the most complex and high risk exposure business endeavors. The Senior Consulting Power Generation Specialist is a widely recognized generation expert within the company and with external partners and stakeholders; is requested to apply expert judgment and extensive knowledge of the generation industry to research and develop new/unique solutions; develops and applies extensive risk management and programmatic approaches for high risk and/or system-wide issues; and/or applies extensive project management and contracting knowledge and negotiation skills to resolve complex challenges. They are routinely requested by management to apply their expertise to projects they don't otherwise manage, and at a programmatic level. Provides extensive leadership, coaching and development of less experienced power generation specialists and managers. Provides high-level technical briefings, advice, and recommendations to upper management. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Performs the functions of Senior Power Generation Specialist and Power Generation Specialist, but for more complex, larger budget, higher risk exposure, and higher profile projects. Jobs duties will vary by assignment. In addition, job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>- Applies extensive generation expertise to develop strategic and tactical strategies and solutions for the most complex business endeavors.</li> <li>- Develops and applies extensive risk management and programmatic approaches for high risk, high visibility, and/or system-wide issues.</li> <li>- Acts as a company witness, liaison, and/or information provider on complex issues to outside parties; presents clear, concise, and well reasoned positions for desired ideas and proposals.</li> <li>- Represents PG&amp;E at external industry associations, committees, trade organizations and other inter-utility groups.</li> <li>- Researches and develops innovative solutions to solve challenging technical issues.</li> <li>- Develops strategies and provides negotiation leadership on high risk and/or highly complex contracts issues.</li> <li>- Provides expert technical support in incident investigations and root cause analysis and makes recommendations to address local and system-wide problems.</li> <li>- Provides high-level technical briefings, advice, and recommendations to upper management.</li> <li>- Develops technical policies, procedures, and leads the development of standards, specifications, and guidelines.</li> <li>- Interprets, clarifies, and educates others in applicable industry standards, and regulatory codes and regulations.</li> <li>- Provides expert knowledge and guidance to others in design reviews, start-up testing, inspections, and condition assessment; actively supports complex and/or large project start-up tests and field inspections.</li> <li>- Develops and nurtures constructive relationships with internal and external individuals and teams</li> <li>- Provides extensive leadership, coaching and development of less experienced specialists and managers.</li> <li>- Routinely requested by management to apply their expertise to projects they don't otherwise manage, and at a programmatic level.</li> </ul>
<b>Scope</b>	Routinely requested by management to apply extensive generation expertise to develop

<b>Senior Consulting Power Generation Specialist</b>	
	strategic and tactical strategies and solutions for the most complex business endeavors, including on projects they don't otherwise manage and at the programmatic level. Is widely recognized and serves as an expert within area of specialization to meet high level business needs. Regularly expected to apply creativity or new approaches to assignments that may be unique. Regularly takes a leadership role on technically complex projects. Customarily and regularly uses discretion and independent judgment in fulfilling these job functions. Regularly supports Directors, Managers, Principals, and First Line Supervisors, engineers and project managers on programmatic solutions, process improvements, regulatory relations and strategies.
<b>Interaction</b>	Externally, establishes and maintains good relations with counterparts and higher level representatives in third party organizations, e.g., governmental, regulatory, business partner or community entities, using skilled negotiation, tact and diplomacy. Internal contacts are primarily with Power Gen personnel, Law Department, PG&E internal services organization, and company management at the officer, director and manager level. Serves as the most senior level technical expert on the team. May partner with internal or external stakeholders to solve problems or explore alternative solutions. Often is a technical coach for others.
<b>Job Qualifications:</b>	
<b>Education</b>	Meets qualifications for Senior Power Generation Specialist
<b>Licenses / Certifications</b>	Meets qualifications for Senior Power Generation Specialist
<b>Experience</b>	Mastery of the Senior Power Generation Specialist and Power Generation Specialist job duties and demonstrated knowledge, leadership, and ability to perform the duties of the Senior Consulting Power Generation Specialist. Meets specific knowledge/technical requirements gained through a minimum of twenty years of cumulative experience in operations, maintenance, and/or construction, at least fifteen of which must be in generation or heavy industry management or at least 10 years in hydro operations / maintenance management, depending on assignment.
<b>Knowledge / Abilities</b>	Demonstrates knowledge and abilities required for the Senior Power Generation Specialist and Power Generation Specialist and also: <ul style="list-style-type: none"> <li>- Demonstrates ability to provide resolution of complex technical and contractual issues. Has an established track record of successful leadership of technical and/or regulatory endeavors in power generation which have consistently yielded positive outcomes for the company.</li> <li>- Demonstrates expert-level knowledge of the generation industry concepts, principles, standards, practices, and regulatory requirements in area of expertise to resolve complex problems.</li> <li>- Provides leadership, direction, and coaches and develops less experienced specialists, engineers and project managers.</li> <li>- Demonstrates expert-level project management skills, including judgment in applying and adapting traditional project management techniques; development of strategic and tactical strategies for risk management, outage optimization, external stakeholders, contracting, and resource management; provides organizational savvy and ability to effectively leverage informal and formal techniques to deliver results; and development of effective metrics to measure performance.</li> <li>- Complete complex assignments with few or no precedents or standards.</li> <li>- Demonstrates exceptional verbal and written communication and presentation skills.</li> <li>- Able to effectively facilitate large project &amp; group meetings, including external participants.</li> <li>- Builds consensus around complex and controversial project &amp; technical issues</li> </ul>

	<b>Senior Consulting Power Generation Specialist</b>
	<p>and successfully persuades others to act on agreements reached.</p> <ul style="list-style-type: none"><li>- Demonstrates ability to ensure high quality work by self and others in discipline and/or project team; develops specifications; and approves work of less experienced specialists.</li><li>- Seeks opportunities to build organization's understanding of technical information, processes, and tools; demonstrates the ability to effectively transfer knowledge; develops and provides effective training.</li><li>- Readily integrates industry knowledge and best practices into every day business practices and decision making; provides others with interpretation and guidance on industry standards and regulations.</li><li>- Proactively identifies trends over multiple projects or years; takes needed action to initiate practical system-wide improvements, provides recommendations, develops implementation plans, and leads implementation.</li><li>- Proactively evolves operating, maintenance, and regulatory skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li></ul>

<b>Power Generation Outage Coordinator</b>	
<b>Summary</b>	The Outage Coordinator plays an integral role in outage planning, processing, energy and ancillary service market availability, market pricing impacts and transmission outage coordination within Power Generation. This position is applies extensive knowledge of Grid concepts, principles, and practices to resolve issues of varying complexity within Power Generation operations and maintenance scheduling. Provides technical information to Power Generation staff regarding outage coordination and unit scheduling. Researches and identifies practical solutions to highly complex outages and scheduling. Interpret industry practices, standards and guidelines.
<b>Job Duties:</b>	<ul style="list-style-type: none"> <li>- Build Safety into all aspects of work.</li> <li>- Coordinate all Power Generation equipment clearances with the Power Generation Energy Supply, Independent System Operator (ISO) and PG&amp;E Transmission Outage Coordinators.</li> <li>- Review and process all TCC Telecom Clearance Outages and their impacts on power generation assets.</li> <li>- Review all Transmission Clearance Outages and their impacts on Power Generation assets.</li> <li>- Review all Gas Clearance Outages and their impacts on Power Generation assets.</li> <li>- Maintain compliance with FERC Order No. 2004.</li> <li>- Prepare Diablo Canyon Daily and Monthly Reports to the CPUC.</li> <li>- Provide support during root cause investigations into Forced Outages.</li> <li>- Interface with Energy Supply on pertinent outage issues and resolutions.</li> <li>- Provide support to other departments within Power Generation.</li> </ul>
<b>Scope</b>	Resolves problems of varying complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives and goals.
<b>Interaction</b>	Supports all Power Generations facilities, Maintenance Planning, Energy Supply, Transmission Outage Coordination, Gas Outage Coordination, and Telecomm Outage Coordination groups.
<b>Job Qualifications:</b>	
<b>Education</b>	Power Generation Operation, Maintenance, and Outage experience desired. Transmission System Operations, Gas System Operations, Telecom System Operations highly regarded in lieu of Power Generation experience. California ISO Tariff, FERC License conditions, NERC and WECC Standards and Guidelines and Bulk Electric Generation and Transmission system integrated operations knowledge required.
<b>Licenses / Certifications</b>	Pacific Gas and Electric Company Apprenticeship program certificate State of California Apprenticeship Certificate Valid California Drivers License
<b>Experience</b>	5 years experience in Journeyman Classification with a total of 7 years relevant work experience in PG&E, or 8 years outside of the company. Business Understanding Scheduling and Logging for ISO of California (SLIC) Energy Supply Clearance Generation Unit Status and Scheduling System (GUSS) Unit Status and Reporting System (USRS) GRIP Operating System Microsoft Office
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>- Demonstrate knowledge and abilities required for the Outage Coordinator.</li> <li>- Complete assignments of broad scope and complexity.</li> </ul>

	<b>Power Generation Outage Coordinator</b>
	<ul style="list-style-type: none"><li>- Prioritize plans and recommends solutions for routine outages.</li><li>- Approach and plans work in an organized manner to meet project commitments.</li><li>- Demonstrate good judgment when making decisions and recommendations.</li><li>- Frequently shows initiative and takes action proactively.</li><li>- Integrate information from a variety of sources.</li><li>- Serve as a point of contact in planning, researching, and scheduling Power Generation outages.</li></ul>

<b>Hydro Analyst, Water Management</b>	
<b>Summary</b>	This position manages, validates and maintains all hydro meteorological data. Interfaces closely with hydrographic group and hydro schedulers relative to data needs. Performs analytical and technical assistance to Water Management and other departments as may be needed. Work mostly includes carrying out routine well documented tasks under direct supervision.
<b>Job Duties:</b>	<p><b>Database Administration and Maintenance:</b></p> <ul style="list-style-type: none"> <li>• Manages and maintains all hydro meteorological data</li> <li>• Monitors programs and validates data to assure a stable and accurate flow of data</li> <li>• Coordinates with the programming staffs on program enhancements</li> </ul> <p><b>Analytical and Regulatory Reporting</b></p> <ul style="list-style-type: none"> <li>• Prepares reports for the regulatory agencies and assist in compiling all the powerhouse and reservoir records for the Hydrographers prior to submitting to the USGS</li> <li>• Performs analytical and technical assistance to the Water Management and other departments as may be needed</li> </ul> <p><b>Billings:</b></p> <ul style="list-style-type: none"> <li>• Assists on preparing data for the billings to the governmental agencies</li> </ul> <p><b>Technical Support and Coaching:</b></p> <ul style="list-style-type: none"> <li>• Works with the hydrographers on data processing and data issues</li> <li>• Monitors and updates the Power Generation's Water Management web Page</li> <li>• Provides data support to the scheduling and forecasting and other departments as needed</li> <li>• Maintains all historical hydro meteorological record</li> </ul>
<b>Scope</b>	Resolves problems of complex scope with assistance. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed upon completion; solution may provide an opportunity for creative/non-standard approaches.
<b>Interaction</b>	Supports Hydro Scheduling Consultants and Hydrographers in data production, reduction and manipulation towards the optimization of hydro production.
<b>Job Qualifications:</b>	
<b>Education</b>	A.A. degree or higher with focus in physical or biological science field preferred, but not required.
<b>Licenses / Certifications</b>	n/a
<b>Experience</b>	Entry at this level assumes little or no previous experience.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Responsible for accurate write up of documentation and procedures including developing concisely worded E-mails to accompany data transfers.</li> <li>• Demonstrates basic consulting skills to assist others with understanding hydrographic and water related operations and limitations of data for specific applications.</li> <li>• Appropriately prioritizes time needed to produce results. Plans time and works on multiple projects during any given day.</li> <li>• Has limited knowledge as to where to retrieve data for various uses including meeting data requests.</li> <li>• Ability to integrate information from a variety of sources.</li> </ul>

	<b>Hydro Analyst, Water Management</b>
	<ul style="list-style-type: none"><li>• Has some knowledge of hydro database and hydroelectric system including stream/reservoir gages and weather stations.</li></ul>

<b>Senior Hydro Analyst, Water Management</b>	
<b>Summary</b>	The senior position has sufficient experience to utilize a vast array of resources including, but not limited to involving and directing others in a team approach when needed. The senior position operates and makes decisions in mostly an autonomous manner. The senior position will develop or solicit the needed resources to develop new source code or methodology as may be needed. This position regularly attends meetings outside of PG&E and participates in training as opportunities arise. The person actively exchanges information with Government Agencies in a manner that reflects favorably on PG&E, and enhances our Water Management credibility with those Agencies.
<b>Job Duties:</b>	<p><b>Database Administration and Maintenance:</b></p> <ul style="list-style-type: none"> <li>• Manages and maintains the hydro meteorological database. Develops procedures and documentation</li> <li>• Analyzes and validates data quality. Chooses method and approach to correct missing or erroneous hydro meteorological data</li> <li>• Coordinates and advises the programming staffs on program enhancements. Troubleshoot, test and debug as needed.</li> <li>• Identifies problems and communicates regularly with the appropriate staffs and outside agencies</li> <li>• Develops new source code or methodology as may be needed</li> </ul> <p><b>Analytical and Regulatory Reporting</b></p> <ul style="list-style-type: none"> <li>• Audits, validates and compiles records for the Hydrographers prior to submitting to the USGS</li> <li>• Evaluates alternatives and selects most appropriate approach to achieving desired study results</li> <li>• Provides high level data gathering and reporting</li> <li>• Recommends and works with licensing and others as needed to meet the regulatory requirements</li> </ul> <p><b>Cost Planning and Billings:</b></p> <ul style="list-style-type: none"> <li>• Plans and validates actual charges to orders. Identify cost variances and take corrective action</li> <li>• Handles and coordinates billings</li> </ul> <p><b>Technical Support and Coaching:</b></p> <ul style="list-style-type: none"> <li>• Identifies cause of problems and takes corrective action to resolve problems</li> <li>• Instructs and supports the hydrographers and others on data processing, data issues and in using new programs</li> <li>– Oversees the Admin. Clerk on the hydro meteorological record filings</li> </ul>
<b>Scope</b>	Resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Expected to independently plan work to meet assigned general objectives. Work is seldom reviewed upon completion; solution may provide an opportunity for creative/non-standard approaches.
<b>Interaction</b>	Supports Hydro Scheduling Consultants and Hydrographers in data production, reduction and manipulation towards the optimization of hydro production. Often directs the actions of Hydro Analysts.
<b>Job Qualifications:</b>	
<b>Education</b>	B.S. degree or higher in water/hydrology, meteorology, water resource, engineering, soils, biology, natural resources, or geology related field preferred, but may be substituted if person has extensive experience and an obvious ability to perform at the senior hydro analyst level. Programming experience desirable.
<b>Licenses / Certifications</b>	n/a

<b>Senior Hydro Analyst, Water Management</b>	
<b>Experience</b>	Typically requires 5+ yrs at the WM Hydro Analyst level with ability to function autonomously without significant oversight. Has successfully proven ability to fully function and multitask in an autonomous manner during fast turn-around periods. Sufficiently experienced to interview data requester and determine type and level of data quality needed for purpose intended. Sufficiently knowledgeable to caution user regarding use of data.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Fully able to produce concise, succinct documentation and descriptions for developing procedures and documentation.</li> <li>• Fully able to describe water operation and facilities as may be needed. Recommends and works with licensing and others as may be needed. Provides guidance for small hydro operation. Works closely with generation supervisor. Advises others regarding data quality and whether or not appropriate for use with certain applications.</li> <li>• Appropriately prioritizes time needed to produce results. Plans time and works on multiple projects during any given day.</li> <li>• Fully able to retrieve data from Power Gen's HYDSTRA, GRIP, GUSS, and CDEC databases and produce useful analysis.</li> <li>• Produces and shares various charts of flows and error uncertainty levels.</li> <li>• Ability to integrate information from a variety of sources.</li> <li>• Fully understand and have extensive knowledge of hydro database and hydroelectric system including stream/reservoir gages and weather stations.</li> </ul>

<b>Associate Hydrographer</b>	
<b>Summary</b>	This is an entry level position that works under the direction of a Hydrographer, Senior Hydrographer or the General Office Water Management Manager. This position is capable of performing most of hydrographic duties with limited technical oversight. They begin to familiarize themselves with FERC/USGS surface water data collection methods and submittal of such record, water rights and other environmental related work in assigned watershed.
<b>Job Duties:</b>	<ul style="list-style-type: none"> <li>• Assist in the installation, calibration operation and maintenance of instream and reservoir gauging equipment.</li> <li>• Conduct routine stream flow measurements.</li> <li>• Assists with ultrasonic flowmeter installation and operation.</li> <li>• Collects and processes surface water data</li> <li>• May perform snow surveys.</li> <li>• Work with engineering, consultant and contract staff on specific projects.</li> <li>• Handle and coordinate some billings for the local Watershed.</li> <li>• May attend meetings, workshops, and conferences with technical and management representatives of state, federal, local water agencies and other stakeholder groups.</li> <li>• Inputs data into surface water data base.</li> <li>• Contributes to analytical and technical assistance to the Water Management and other departments as may be needed.</li> </ul>
<b>Scope</b>	Resolves problems of limited scope. Assignments typically require standard solutions. Assignments are regularly reviewed.
<b>Interaction</b>	Supports Hydrographers, Local Operations, Hydro Scheduling, Consultants and Hydro Analyst in data production, reduction and manipulation towards the optimization of hydro production.
<b>Job Qualifications:</b>	
<b>Education</b>	B.S. Degree or higher in water/hydrology, meteorology, geology, water resources, engineering, soils, natural resources or geology related field preferred.
<b>Licenses / Certifications</b>	Valid Drivers License.
<b>Experience</b>	Entry at this level assumes little or no previous experience.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Acquiring necessary skills for accurate acquisition, application and documentation of surface water records.</li> <li>• Demonstrates basic skills and understanding of hydrographic and water related operations.</li> <li>• May schedule daily work load. Handles multiple projects during any given day.</li> <li>• Has some knowledge as to where to retrieve data for various uses including meeting data requests.</li> <li>• Has basic knowledge of hydro database and hydroelectric system including stream/reservoir gages and weather stations in assigned area.</li> </ul>

<b>Hydrographer</b>	
<b>Summary</b>	<p>A fully experienced Hydrographer is mostly autonomous, capable of performing full range of hydrographic work without technical oversight. They are solely responsible for meeting and complying with FERC/USGS surface water data collection and timely submittal of such record to the USGS. The Hydrographer is familiar with water rights for assigned watershed, has a thorough hydrographic knowledge of assigned watershed and facilities. Responsible for minimizing compliance deviation risk. They are responsible for recorded stage data, develop stage to flow with storage equations and make appropriate shift and datum corrections necessary due to channel control changes.</p>
<b>Job Duties:</b>	<ul style="list-style-type: none"> <li>• Specify equipment needs, install, calibrate operate and maintain all instream and reservoir gauging equipment.</li> <li>• Participates in Powerhouse efficiency testing.</li> <li>• Conduct all types of stream flow measurements.</li> <li>• Familiar with ultrasonic flowmeter installation and operation.</li> <li>• Familiar with FERC license required flows and storage requirements i.e. instream, recreation, and pulse flows, minimum reservoir storage, and reservoir drawdown schedules.</li> <li>• Monitor current software e.g. GRIP/GUSS and HYDSTRA/KISTER programs for compliance with FERC license requirements.</li> <li>• Review spillway reports for maintenance of spill rights.</li> <li>• Collect, process and submit all surface water data</li> <li>• Performs various water related studies, data requests, and billing as needed.</li> <li>• Performs snow surveys.</li> <li>• Coordinate with systems and programming staffs current software (HYDSTRA/KISTERS) on program enhancements</li> <li>• Work with and provide direction to engineering, consultant and contract staff on specific projects.</li> <li>• Handle and coordinate billings for the local Watershed.</li> <li>• Audit, validate powerhouse records prior to submitting to the USGS.</li> <li>• Participates in meetings, workshops, and conferences with technical and management representatives of state, federal, local water agencies and other stakeholder groups.</li> <li>• Assist in preparing and developing recommendations on alternative approaches to optimize water system operations and performance.</li> <li>• Validate GRIP/GUSS/GIS data to assure a stable and accurate flow of data to other departments, governmental and outside Agencies</li> <li>• Perform analytical and technical assistance to the Water Management and other departments as may be needed.</li> <li>• Prepares memoranda and reports documenting the results of technical analyses and participates in presentation to technical and non-technical audiences.</li> <li>• Oversees operations of weather modification/precipitation enhancement project if present on their watershed.</li> <li>• Participate in Relicensing meetings and studies for watershed projects.</li> </ul>
<b>Scope</b>	<p>Resolves water related problems of complex scope. Assignments may provide an opportunity for creative and/or non-standard approaches. Independently plans work to meet objectives. Work solutions may provide an opportunity for creative/non-standard approaches.</p>
<b>Interaction</b>	<p>Supports Generation Supervisors, Hydro Scheduling Consultants and Hydro Analyst in data synthesis towards the optimization of hydro production within full compliance of FERC license requirements and in a safe, efficient and environmentally responsible manner.</p>

<b>Hydrographer</b>	
<b>Job Qualifications:</b>	
<b>Education</b>	B.S. Degree or higher in water/hydrology, meteorology, geology, water resources, engineering, soils, natural resources or geology related field preferred.
<b>Licenses / Certifications</b>	Valid Drivers License.
<b>Experience</b>	Typically requires 2+ yrs at the associate level with ability to function autonomously without significant oversight. Has successfully submitted records to US Geological survey with their acceptance. May have satisfied these experience criteria with an outside Company or Agency.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Responsible for accurate write up of documentation and procedures including developing concisely worded E-mails to accompany data transfers.</li> <li>• Demonstrates basic consulting skills to assist others with understanding hydrographic and water related operations and limitations of data for specific applications.</li> <li>• Appropriately prioritizes time needed to produce results. Schedules daily work load. Handles multiple projects during any given day.</li> <li>• Has complete knowledge as to where to retrieve data for various uses including meeting data requests.</li> <li>• Ability to integrate information from a variety of sources.</li> <li>• Has complete knowledge of hydro database and hydroelectric system including stream/reservoir gages and weather stations in assigned area.</li> </ul>

<b>Senior Hydrographer</b>	
<b>Summary</b>	A Senior Hydrographer performs all the duties of a Hydrographer and takes on additional duties as needed including, but not limited to Relicensing, limited water runoff forecasting as may be needed for small hydro. Conducts special water or weather/climate related projects. May be responsible for contract negotiations that relate to Water Management for assigned watershed/projects. Works closely with assigned Hydro Scheduling Consultant and Generation Supervisor to assure regulatory compliance and discover opportunities for extracting increased value from the water. Assists with powerhouse testing for determining correct flows. Provides time and support to local safety program, Generation Supervisors' needs, environmental related work, and other duties assigned by Area Manager.
<b>Job Duties:</b>	<ul style="list-style-type: none"> <li>• Works actively with licensing team to assure that correct methodology is in place to assure compliance tracking/monitoring.</li> <li>• Expert with FERC license required flows and storage requirements i.e. instream, recreation, and pulse flows, minimum reservoir storage, and reservoir drawdown schedules</li> <li>• Provides direction with ultrasonic flowmeter installation and operation.</li> <li>• May direct Associate/Hydrographers and the operations of weather modification/precipitation enhancement project if present on their watershed.</li> <li>• Critical participant in relicensing meetings and studies for watershed.</li> </ul>
<b>Scope</b>	Takes lead role in resolving water related problems of complex scope. Assignments may provide an opportunity for creative and/or non-standard approaches. Independently plans work to meet objectives. Work solutions may provide an opportunity for creative/non-standard approaches.
<b>Interaction</b>	Supports Generation Supervisors, Hydro Scheduling Consultants and Hydro Analyst in data synthesis towards the optimization of hydro production within full compliance of FERC license requirements and in a safe, efficient and environmentally responsible manner. Actively supports safety program including membership on local safety committee.
<b>Job Qualifications:</b>	
<b>Education</b>	B.S. Degree or higher in water/hydrology, meteorology, geology, water resources, engineering, soils, natural resources or geology related field preferred.
<b>Licenses / Certifications</b>	Level 1 or 2 Hydrologic Technician Certification from the American Institute of Hydrology. Valid Drivers License.
<b>Experience</b>	Typically requires 8 yrs. since entry. Functions fully autonomously for all assigned projects. Several assigned responsibilities beyond specialized hydrographic field role that draw on Hydrographers specialized expertise.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Communicates openly with Agencies and other stake holders</li> <li>• Demonstrates expert consulting skills to assist others with understanding hydrographic and water related operations and limitations of data for specific applications.</li> <li>• Assists Hydrographer and others in watershed with decision making as may be needed. Comes across as highly credible with others in field and GO.</li> <li>• Skilled optimization of time toward accomplishing an array of activities beyond the routine hydrographic work load including mentoring and assisting others.</li> <li>• Individual is recognized as the technical expert for the assigned watershed. Shares knowledge and expertise with licensing, consultants and other Hydrographers.</li> <li>• Fully understands hydro operations in assigned watershed and how Water Management provides guidance to energy traders. Actively assists Water</li> </ul>

	<b>Senior Hydrographer</b>
	Management with decisions for large hydro when help is requested.

<b>Hydro Scheduling Consultant (HSC)</b>	
<b>Summary</b>	This position forecasts water runoff optimizes hydro schedules the water releases from PG&E and/or Partnership Reservoirs, and in the process forecasts hydroelectric generation. Provides PG&E energy traders, who actually implement the guidance, with optimized reservoir release guidance. Guidance is seldom questioned and is normally implemented as given by the HSC. Typical annual water value in terms of equivalent energy replacement is approximately 200 million dollars/hydro scheduler. Water release guidance credibility with energy traders and others is earned over time. This position is responsible for most hydrometeorological questions and information requests that refer to their assigned watersheds.
<b>Job Duties:</b>	HSC has a primary responsibility to forecast and schedule one or more watersheds, performs probabilistic hydrometeorological analysis with opportunity cost type tradeoffs. Individual after first year typically possesses a 'moderate' knowledge of assigned hydro systems. Provides credible runoff forecasts & scheduling guidance to Energy Traders & others. During first year as a HSC, an experienced hydro scheduler normally oversees, mentors/coaches, reviews and approves all forecasting and hydro scheduling. The HSC job frequently assists with re-licensing or other hydrology related work. Specific assigned duties may include contributions to hydrographic work and hydrological model development, testing, & support. Work on water related projects, analysis, or assignments as assigned by Water Management Manager or others. This position frequently provides hydrology support for re-licensing. Performs water billing if required.
<b>Scope</b>	Responsible to autonomously forecast runoff and provide continuously updated, revised water release guidance in a timely manner to energy traders and generation supervisors in the field as may be needed. Performs water studies and analysis as may be needed and/or as requested.
<b>Interaction</b>	External contacts are with contractors, vendors and local public agencies with ministerial authority. Internal contacts are with clients (energy trading hydrographers, and other field personnel), project team members, and company management. Represents PG&E as the hydrologist for assigned watersheds.
<b>Job Qualifications:</b>	
<b>Education</b>	M.S. Degree or higher in water/hydrology, meteorology, geology related science preferred to function at expected level of knowledge needed. Extensive experience and knowledge of the PG&E/Partnership watersheds may on a case for case basis be considered as a suitable substitute for a graduate degree. This position must possess the technical and scientific skills characteristic of a professional hydrologist.
<b>Licenses / Certifications</b>	None required.
<b>Experience</b>	As noted above, extensive experience and knowledge of the PG&E/Partnership watersheds may on a case for case basis be considered as a suitable substitute for a graduate degree.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>• Has detailed expertise and understanding of PG&amp;E's hydro electric system, contracts, licenses, and instrumentation.</li> <li>• Ability to quickly apply hydrological knowledge, statistical probability, and computer skills to optimize water releases and provide credible water operation guidance in a time constrained environment.</li> <li>• Ability to present water management plans in a credible and professional manner, consistent with best practices.</li> <li>• Ability to quickly asses storm situations and provide recommended guidance for flood or high water situations.</li> <li>• Must have excellent computer skills in multiple regressions, Microsoft Office, and running hydrologic models.</li> <li>• Ability to communicate effectively with both internal and outside clients and public</li> </ul>

	<p>agencies.</p> <ul style="list-style-type: none"><li>• Have in addition to hydrology a basic understanding of California geology and the principles of meteorology.</li></ul>
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<b>Senior Level Hydro Scheduling Consultant (SrHSC)</b>	
<b>Summary</b>	The Senior level implies mastery of the routine duties performed by the Hydro scheduling consultant (HSC). This position is typically expected to proactively identify water management needs, and develop creative and innovative solutions as agreed to with the Manager of Water Management. This position is expected to perform research and apply new methodology to increase work efficiency. Each Sr HSC is expected to add approximately 1-3 million Dollars/year long term in equivalent energy savings beyond typical SOCRATES output guidance. This can take place in any of a number of different ways such as challenging/revising maintenance schedules, optimizing water release strategy beyond the monthly scheduling guidance, and from special optimizing type analysis performed outside of SOCRATES utilizing LP, regression, analysis, and opportunity cost tradeoffs.
<b>Job Duties:</b>	Performs all duties of HSC & takes on additional duties as needed including, but not limited to re-licensing, special water or weather/climate related projects, and contributes to hydrographic work. Responsible for contract negotiations that relate to Water Management for assigned watersheds/Projects. Responds to forecasting /hydroscheduling requests from remote locations by VPN/CITRIX. This level is expected to design and develop new procedures as needed.
<b>Scope</b>	Resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed upon completion; solution may provide an opportunity for creative/non-standard approaches.
<b>Interaction</b>	External contacts are with contractors, vendors, universities, government agencies, local public agencies with ministerial authority. Internal contacts are with clients, project team members, and company management. May provide technical direction to less experienced team members. Exchanges information and solves problems with others outside the team.
<b>Job Qualifications:</b>	
<b>Education</b>	M.S. Degree or higher in water/hydrology, meteorology, or geology related science or a B.S. degree and extensive experience may on a case by case basis be considered. For new Senior HSC's, hydrologist certification and/or authored list of 2 or more water related professional papers should occur within first 7 years.
<b>Licenses / Certifications</b>	For new Senior HSC's, hydrologist certification and/or authored list of 2 or more water related professional papers should occur within first 7 years
<b>Experience</b>	This position requires 'expert' competency and high credibility to effectively carryout required job role. Typically requires 6+yrs. as HSC. The SrHSC functions fully autonomously for all assigned projects. This level can expect several assigned responsibilities beyond the routine assigned forecasting & hydro scheduling. Sufficient prior experience in water management, licensing or other may on a case-by-case be substituted.
<b>Knowledge / Abilities</b>	Demonstrate knowledge and abilities required for the Journey level HSC and also: Demonstrate ability to handle optimal water release guidance without supervision. Demonstrate good presentation skills including knowledge transfer presentations. Ability to serve as the leader on a team project. Complete assignments of broad scope and complexity. Ability to integrate information from a variety of sources. Understand and effectively be able to communicate with others regarding anticipated climate change impacts. Ability to communicate and speak effectively before large groups.

<b>Associate Level License Coordinator</b>	
<b>Summary</b>	<p>This is an entry-level License Coordinator job that works under the general technical direction of more experienced License Coordinators. This job assists in managing the operating licenses issued by the Federal Energy Regulatory Commission (FERC) and related water rights, permits and agreements for the Company's extensive hydroelectric system. The position helps assure compliance with applicable regulation and laws to provide reliable and cost-effective service to our customers while achieving sound environmental stewardship, a high level of social responsibility, positive stakeholder relationships and an outstanding public and employee safety record. The position entails conducting routine license management activities for less complex licenses, or assisting others on more complex licenses, including, but not limited to: providing technical data; investigating, analyzing, and proposing solutions to regulatory issues; assisting License Coordinators, License Project Managers, Project Engineers, Generation Supervisors, Hydrographers, Project Analysts, Lawyers, Business Planners, scientists, operating personnel, construction personnel, other business partners, contractors, and others to assess and resolve regulatory issues; developing and documenting regulatory solutions; assists in developing cost estimates; identifying and obtaining necessary regulatory approvals; overseeing or conducting regulatory investigations; interpreting regulatory requirements; and providing guidance to operations personnel on regulatory matters. The scope, complexity, impact and degree of independent action increase with experience. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Initial assignments from the tasks below will require direction and supervision; with experience the independence and responsibility will expand and the need for supervision will decrease.</p> <p>Job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>- Interprets license requirements</li> <li>- Tracks, manages and assures license compliance</li> <li>- Tracks, manages and assures compliance with third party agreements associated with FERC licenses</li> <li>- Prepares and files regulatory communications and reports</li> <li>- Communicates verbally with regulatory agencies and third parties</li> <li>- Maintains license records and documentation</li> <li>- Assists in obtaining permits needed for operating and construction activities</li> <li>- Resolves compliance issues in partnership with operating personnel</li> <li>- Assists in developing operating plans in partnership with operating personnel</li> <li>- Assists in license projects and agreements</li> <li>- Manages internal relationships with operating personnel and service departments</li> <li>- Assists License Coordinators and Sr. License Coordinators as may be assigned</li> <li>- Use SAP for required job duties.</li> </ul> <p>Works with Supervisor to:</p> <ul style="list-style-type: none"> <li>- Prepare written and verbal communications with regulatory agencies, non-governmental organizations and other third parties</li> </ul>
<b>Scope</b>	<p>Manages simple licenses and resolves problems of limited scope. Assignments typically require standard solutions. Assignments are regularly reviewed.</p>
<b>Interaction</b>	<p>Internal contacts are with Power Generation personnel, Law Department, and other service organizations and typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts, which are typically conducted under the direction and with oversight by more senior License Coordinators or</p>

<b>Associate Level License Coordinator</b>	
	Supervision, are with contractors, regulatory agencies, non-governmental organizations, and other third parties. Contacts with contractors typically include directing work, discussing contract administration and results. Other external contacts typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating agreements.
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS/BA Degree in Engineering, Regulatory Policy, Resource Management or Biological or Ecological Science or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US required.
<b>Licenses / Certifications</b>	Valid driver's license.
<b>Experience</b>	1-2 years experience in hydro license management or equivalent desired. Valid driver's license.
<b>Knowledge / Abilities</b>	<ul style="list-style-type: none"> <li>- Prioritizes, plans, and recommends solutions for routine issues.</li> <li>- Approaches and plans work in an organized manner to meet commitments.</li> <li>- Demonstrates good judgment when making decisions and recommendations.</li> <li>- Frequently shows initiative and takes action proactively.</li> <li>- Shows ability to interact effectively with others and present well developed reasoning for desired positions and ideas. Takes a collaborative approach to solution-finding.</li> <li>- Sees the big picture. Understands organization and individual roles. Thinks strategically and critically. Able to understand and implement strategies and tactics developed by others.</li> <li>- Able to make clear presentation of basic information in internal settings</li> <li>- Demonstrates good basic oral and written communications in a business setting.</li> <li>- Demonstrates ability to effectively and timely share information with others.</li> <li>- Shows ability to develop constructive relationships with other team members and with external parties.</li> <li>- Understands basic regulatory concepts and requirements and able to focus on timely meeting all requirements.</li> <li>- Basic familiarity with compliance management processes.</li> <li>- Ability to understand issues, evaluate and clearly present alternatives and concerns, and prepare well organized documentation of results.</li> <li>- Demonstrates desire to learn and understand industry and acquire new skills information and knowledge.</li> </ul>

<b>Journey Level License Coordinator</b>	
<b>Summary</b>	<p>This is a journey-level License Coordinator job that requires mastery of the Associate level License Coordinator skills and duties and is responsible for managing more complex FERC licenses and related water rights, permits and agreements for the Company's extensive hydroelectric system. Manages licenses, and participates as a team member in license projects including, but not limited to original licenses, relicensing, license surrender, decommissioning, license transfer, major license amendments, transition to license implementation, non-routine license implementation projects, license-related programs, and other license-related projects. Uses independent judgment in applying regulatory and license management concepts, principles, and practices working with minimal supervision. Works with other License Coordinators, License Project Managers, Project Engineers, Generation Supervisors, Hydrographers, Project Analysts, Lawyers, Business Planners, scientists, operating personnel, construction personnel, and other business partners in assessing and resolving regulatory needs and issues.</p> <p>Responsibilities beyond those of Associate License Coordinator include, but are not limited to, the following: additional responsibility for compliance with water rights; conducting site inspections with regulatory agencies; taking on responsibility for implementation of individual non-routine license requirements; simple negotiations with regulatory agencies and other third parties; greater responsibility for managing external relationships with regulatory agencies and other third parties; increased responsibility for developing regulatory strategies; providing emergency response for regulatory matters; and developing annual budgets and resource requirements. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Perform functions of Associate level License Coordinator, but for more complex licenses. Also performs additional job duties listed below:</p> <p>Additional Job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>- Provides emergency response for regulatory matters</li> <li>- Assists in tracking, managing and assuring compliance with water rights</li> <li>- Conducts site inspections with regulatory agencies</li> <li>- Manages license implementation projects as may be assigned</li> <li>- Plans and manages annual budgets and contracts related to license management</li> </ul> <p>Works with Supervisor to:</p> <ul style="list-style-type: none"> <li>- Manage external relationships with regulatory agencies, non-governmental organizations and other third parties related to licenses managed</li> <li>- Negotiate with regulatory agencies, non-governmental organizations and other third parties related to licenses managed</li> <li>- Develop strategies related to licenses managed</li> <li>- Monitor and adopt changes in industry, legislation and regulation related to hydropower</li> </ul>
<b>Scope</b>	<p>Manages moderately complex licenses and resolves problems of moderate scope. Assignments typically require standard solutions, but may include a moderate level of innovation. Under general direction, independently plans work to meet assigned objectives; progress is reviewed periodically for accuracy and adequacy in process and upon completion.</p>
<b>Interaction</b>	<p>Internal contacts are with Power Generation personnel, Law Department, and other service organizations and typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts, which typically involve</p>

<b>Journey Level License Coordinator</b>	
	discussion with more senior License Coordinators or Supervision in advance, are with contractors, regulatory agencies, non-governmental organizations, and other third parties. Contacts with contractors typically include directing work, discussing contract administration, and results. Other external contacts typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating. May provide guidance to less experienced License Coordinators and other team members. May partner with internal or external stakeholders to solve problems or explore alternative solutions.
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS/BA Degree in Engineering, Regulatory Policy, Resource Management, Biological or Ecological Science, or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US required.
<b>Licenses / Certifications</b>	Valid driver's license.
<b>Experience</b>	Mastery of the Associate level License Coordinator job duties or equivalent and demonstrated knowledge and ability to perform the basic duties of the Journey Level License Coordinator. Meets specific knowledge/ability requirements gained through a minimum of three years of cumulative experience in license coordination or equivalent.
<b>Knowledge / Abilities</b>	<p>Demonstrates knowledge and abilities required for the Associate level License Coordinator and also:</p> <ul style="list-style-type: none"> <li>- Coordinates well with others, and has basic understanding of the roles and responsibilities of License Coordinators.</li> <li>- Able to work with limited supervision and guidance to meet commitments.</li> <li>- Able to work with internal and external stakeholders.</li> <li>- Able to understand and implement the requirements of interfacing disciplines.</li> <li>- Demonstrates informed judgment when making decisions and recommendations.</li> <li>- Uses judgment in applying regulatory and license management principles and techniques to determine cost-effective and practical solutions.</li> <li>- Able to manage several licenses concurrently, depending on scope and complexity.</li> <li>- Accurately interprets applicable laws, standards and regulations and educates others.</li> <li>- Can provide thorough analysis of issues and justification of recommendations.</li> <li>- Takes ownership of problems and their solutions.</li> <li>- Demonstrates ability and desire to effectively engage others, including external stakeholders, in discussion and present clear and well reasoned positions for desired ideas and proposals. Demonstrated ability to collaboratively negotiate with external parties and reach agreement on moderately complex issues.</li> <li>- Sees the big picture. Understands organization and individual roles. Journey level strategic and critical thinking skills. Demonstrates ability to develop and implement strategies and tactics to address moderately complex issues.</li> <li>- Demonstrates ability to make clear, persuasive presentations of basic information in internal and external settings</li> <li>- Demonstrates ability to organize ideas and communicate effectively orally and in writing both informally and in formal business settings. Communications demonstrate strategic and critical thinking skills. Demonstrates ability to craft effective correspondence, reports, filings, applications, agreements and proposed license conditions.</li> <li>- Shares information and lessons learned with co-workers to promote efficient</li> </ul>

	<b>Journey Level License Coordinator</b>
	<p>learning and development within the organization. Helps train and mentor Associate License Coordinators.</p> <ul style="list-style-type: none"> <li>- Demonstrates ability to develop and maintain constructive relationships with individuals and teams both internally and externally including with difficult individuals.</li> <li>- Has interest and aptitudes in project management. Has received some project management training. Able to effectively develop and manage obtaining simple license amendments and license implementation projects with limited oversight. Able to meet project objectives on schedule and within authorized cost.</li> <li>- Demonstrates ability to understand and correctly interpret regulations and requirements, meet difficult time constraints, meet all regulatory requirements and maintain accurate, timely compliance records.</li> <li>- Competent with compliance management processes.</li> <li>- Understands and helps develop regulatory strategies. Skilled at achieving desired regulatory results.</li> <li>- Demonstrates ability to understand complex regulatory, operation and maintenance, engineering and environmental issues; develop, evaluate and support alternatives and concerns; and prepare well organized presentations and documentation of results.</li> <li>- Able to talk knowledgably about current hydro issues, seeks deeper understanding of issues.</li> <li>- Understands basic contract principles and able to evaluate and develop proposals for simple contracts.</li> <li>- Understands basic Company financial and business policies and practices; understands and contributes to preparation of cost estimates, economic analyses and project justifications; develops budget input for licenses managed and tracks and controls actual costs.</li> <li>- Able to identify gaps between current business practices and stated objectives and provide recommendations for process improvements to address gaps.</li> <li>- Proactively evolves license coordination and project management skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li> </ul>

<b>Senior Level License Coordinator</b>	
<b>Summary</b>	<p>This is a Senior-level License Coordinator job that requires mastery of the Journey License Coordinator job duties and is responsible for managing the most complex licenses and related water rights, permits and agreements for the Company's extensive hydroelectric system. Manages complex licenses, and participates as a team member in license projects. "Complex" refers to the overall character of a license compared to other licenses, and includes consideration of project size, asset value, issues and risk to the Company, number of external stakeholders, etc. Applies extensive knowledge of, and skills in, regulatory and license management concepts, principles, and practices to resolve complex license management problems with only general direction. Provides regulatory and license management leadership, coaching, direction, knowledge transfer and assistance to employees and teams.</p> <p>Additional responsibilities beyond the Journey License Coordinator include, but are not limited to, the following: deliver presentations in internal and external settings; lead team meetings; interpret laws, regulations and standards; manage implementation of complex non-routine license requirements; conduct complex negotiations with regulatory agencies, non-governmental organizations and third parties; take a lead role in managing external relationships with regulatory agencies and third parties; take a lead role in developing regulatory strategies; provides leadership, coaching, training, technical direction, oversight, and quality assurance of work by others; and manage the process of obtaining license amendments. Works with Supervisor on some job duties. Responsibilities may include Privileged and Confidential work.</p>
<b>Job Duties:</b>	<p>Performs functions of Associate and Journey level License Coordinators, but for more complex licenses. Also performs job duties listed below:</p> <p>Additional Job duties include, but are not limited to:</p> <ul style="list-style-type: none"> <li>- Leads, coaches, directs, and assists employees and teams on regulatory and license management issues. May act as a mentor to Associate and Journey License Coordinators</li> <li>- Provides regulatory and license management support to other departments</li> <li>- Manages complex license implementation projects as may be assigned</li> <li>- Develops or assists in the development of new or updated license management processes, systems, guidelines and standards</li> <li>- Manages obtaining license amendments</li> </ul> <p>Works with Supervisor to:</p> <ul style="list-style-type: none"> <li>- Negotiate with regulatory agencies, non-governmental organizations and other third parties on complex regulatory and license management issues related to licenses managed</li> <li>- Take leadership role in managing external relationships with regulatory agencies, non-governmental organizations and other third parties related to licenses managed</li> <li>- Take leadership role in developing regulatory and license management strategies</li> <li>- Monitor, influence and adopt changes in industry, legislation and regulation related to hydropower</li> <li>- Participate in external and industry forums</li> </ul>
<b>Scope</b>	<p>Manages complex licenses and resolves problems of complex scope. Assignments may provide an opportunity for creative or non-standard approaches. Under general direction, independently plans work to meet assigned general objectives. Work may be reviewed in process and upon completion; solution may provide an opportunity for creative/non-standard approaches.</p>

<b>Senior Level License Coordinator</b>	
<b>Interaction</b>	Internal contacts are with Power Generation personnel, Law Department, and service organizations at the senior and management level and typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings and developing and providing documents. External contacts, which may involve discussion with Supervision in advance, are with contractors, regulatory agencies, non-governmental organizations, and other third parties at the senior staff level. Contacts with contractors typically include directing work, discussing contract administration and results. Other external contacts typically include reporting and discussing regulatory matters, exchanging, interpreting and coordinating information, managing meetings, developing and providing documents, and negotiating. May provide direction to less experienced License Coordinators and other team members. May partner with internal or external stakeholders at the senior staff level to solve problems or explore alternative solutions.
<b>Job Qualifications:</b>	
<b>Education</b>	A 4-year BS/BA Degree in Engineering, Regulatory Policy, Resource Management, Biological or Ecological Science, or a related technical discipline from an accredited curriculum in the US or the equivalent from outside the US required. Advanced degree in same fields desired.
<b>Licenses / Certifications</b>	Professional certification desired. Valid driver's license.
<b>Experience</b>	Mastery of the Associate and Journey level License Coordinator job duties and demonstrated knowledge and ability to perform the basic duties of the Senior Level License Coordinator. Meets specific knowledge/ability requirements gained through a minimum of eight years of cumulative experience in license coordination or equivalent.
<b>Knowledge / Abilities</b>	Demonstrates knowledge and abilities required for the Associate and Journey level License Coordinator and also: <ul style="list-style-type: none"> <li>- Demonstrates ability to manage multiple high profile and complex licenses with very little supervision.</li> <li>- Demonstrates good presentation skills including knowledge transfer presentations.</li> <li>- Able to lead regulatory or license management teams including outside contractors.</li> <li>- Successfully completes assignments of broad scope and complexity.</li> <li>- Able to integrate information from a variety of sources.</li> <li>- Demonstrates ability and desire to effectively engage others, including external stakeholders, in discussion and present clear and well reasoned positions for desired ideas and proposals. Demonstrates ability to collaboratively negotiate with external parties and reach agreement on complex and difficult issues.</li> <li>- Clearly and deeply sees how license coordination activities and assignments support Company and department goals. Deep understanding of department and individual roles. Strong strategic and critical thinking skills. Demonstrates ability to develop and implement strategies and tactics to address complex and difficult issues.</li> <li>- Demonstrates ability to make clear, persuasive presentations on complex issues in large internal or external settings that may be difficult or contentious.</li> <li>- Demonstrates strong ability to organize ideas and communicate orally and in writing on complex topics informally and in formal business settings both internal and external. Communications demonstrate strong strategic and critical thinking skills. Demonstrates skilled ability to craft effective correspondence, reports, filings, applications, agreements and proposed license conditions. Able to critically review communications prepared by others.</li> <li>- Seeks opportunities to share information and lessons learned with co-workers to</li> </ul>

	<b>Senior Level License Coordinator</b>
	<p>promote efficient learning and development within the organization. Helps train and mentor Associate and Journey License Coordinators.</p> <ul style="list-style-type: none"> <li>- Demonstrates expert ability to develop, maintain and nurture constructive relationships with individuals and teams, internally and externally in the face of adversity. Acts as a positive influence on internal and external team dynamics to build more effective outcomes.</li> <li>- Has received formal project management training. Demonstrates ability to effectively develop and manage obtaining license amendments and non-routine license implementation projects. Demonstrates ability to achieve project objectives on schedule and within authorized cost.</li> <li>- Demonstrates ability to understand and correctly interpret regulations and requirements, meet difficult time constraints, meet all regulatory requirements and maintain accurate, timely compliance records. Expert on compliance management processes. Demonstrates ability to develop and implement effective regulatory strategies. Expert at achieving desired regulatory results. Assists in industry and legislative and regulatory matters.</li> <li>- Demonstrates ability to understand complex regulatory, operation and maintenance, engineering and environmental issues; independently develops, evaluates and supports creative solutions, alternatives and concerns; prepares and presents clear, well organized presentations and documentation of results for internal and external decision makers.</li> <li>- Knowledgeable about current hydro issues, seeks deeper understanding of issues, and interacts effectively with other industry representatives and organizations.</li> <li>- Understands and able to apply contract principles. Demonstrates ability to develop bid packages, evaluate proposals, and effectively manage moderately complex contracts.</li> <li>- Understands Company financial and business policies and practices; understands and contributes to preparation of cost estimates, economic analyses and project justifications; prepares moderately complex cost estimates; develops budget input for licenses managed and tracks and controls actual costs.</li> <li>- Able to identify gaps between current business practices and stated objectives and takes the lead for process improvements to address gaps.</li> <li>- Proactively evolves license coordination and project management skills and knowledge through industry associations &amp; conferences, technical workshops, trade publications, and additional formal education.</li> </ul>