

DATE: June 11, 2021

POSTING #: 291050

POSITION: Generation Electrical Engineer I, II, III, or Senior

SALARY RANGE: \$72,902 - \$154,379

DEPARTMENT: Generation Engineering

LOCATION: Multiple WFEC Locations

Applications will be accepted through June 25, 2021 – Apply on-line at www.wfec.com

A Generation Electrical Engineer I, II, III, or Senior in the Generation Engineering Department is open for placement. This one position could be filled at an Engineer I, Engineer II, Engineer III, or Senior Engineer level based on the applicant's education and experience, see the Qualifications section for additional requirements. This position could be located at our Headquarters office in Anadarko, our satellite office in Moore, Hugo Power Plant, or Mooreland Power Plant.

SUMMARY: Under general supervision of the Manger, Engineering & Technical Services, the Generation Electrical Engineer assists with the technical evaluation, project management. and execution of projects relating to new construction, increased efficiency, increased capacity, or other projects relating to the improvements in overall performance of WFEC's power plants.

ESSENTIAL DUTIES AND RESPONSIBILITIES: Include the following; other duties may be assigned. Supports company safety programs and initiatives. Manages multiple projects and associated budgets, schedules, and resources. Prepares engineering analysis for projects. Evaluates, recommends, and implements modifications which maintain the general health of company electrical equipment as requested and approved. Serves as a Subject Matter Expert regarding low, medium, and high voltage electrical plant equipment and on applicable NERC requirements. Leads and assists in solving plant issues involving or relating to electrical equipment and related systems to ensure appropriate corrective actions, repairs and/or modifications are completed in a timely in manner. Develops and reviews the Preventative Maintenance activities of electrical equipment and systems to ensure all Preventative Maintenance is correctly aligned to maintain plant reliability. Assists in planning tests, checkouts, and start-ups of electrical/electronic equipment and facilities. Reviews plant inspection reports of equipment, relays, motors, and batteries to identify potential or existing problems. Ensures all design specifications conform to the latest national and local codes, rules, and regulations. Collaborates with staff and management of other departments in the implementation of the overall objective of safe, efficient power system operation. Works with and trains electrical maintenance and plant operations personnel in the most reliable, safe, and efficient methods of system maintenance and troubleshooting for electrical equipment. Interfaces with Senior Management and the Board of Trustees. Uses and supports Rural Utilities Service procedures related to work orders, construction work plans, long range planning, board presentations and supports the budgeting process. Corresponds with Rural Utilities Service. Attends meetings and conferences and researches, as necessary, to keep informed of technical development in the generation industry. Applies knowledge gained in the evaluation of WFEC power plant modifications and improvements. Constructs, maintains, and documents the elements necessary to support end user requirements and other areas beyond field inputs in plant PLC and DCS systems.

COMPETENCIES: To perform the job successfully, an individual should demonstrate the following competencies:

Analysis/Design: Synthesizes complex or diverse information; Collects and researches data; Uses experience to complement data; Designs workflows and procedures; Generates creative solutions; Translates concepts and information into images; Uses feedback to modify designs; Applies design principles; Demonstrates attention to detail.



Problem Solving: Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.

Professional Knowledge: Generates creative solutions; Translates concepts and information into applications; Uses feedback to modify recommendations; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.

Oral and Written Communication: Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings; Writes clearly and informatively; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.

Teamwork: Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

Planning/Organizing: Prioritizes and plans work activities; Uses time efficiently; Sets goals and objectives; Develops realistic action plans.

Project Management: Develops project plans; Coordinates projects effectively; Communicates changes and progress; Completes projects on time and budget; Manages project team activities.

Adaptability: Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change; delays, or unexpected outcomes.

Customer Service: Manages difficult or emotional customer situations; Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance; Meets commitments to customers.

Cost Consciousness: Works within approved budget; Develops and implements cost saving measures; Conserves organizational resources.

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the education, experience, knowledge, skills, abilities, and behaviors required of this position.

Education and Experience:

Generation Electrical Engineer I – (\$72,902 - \$113,072): A Bachelor's degree in Engineering Electrical Engineering is required. Entry level engineer in a large power plant environment that provides technical and engineering support for daily operations, plant improvements, equipment acquisitions, plant breakdown analysis, outages and upgrades, and basic project design. Position works under the guidance of a more experience engineer.

Generation Electrical Engineer II – (\$80,408 - \$126,031): A Bachelor's degree in Electrical Engineering, and three (3) years of engineering experience in a power plant facility are required. Performs engineering work pertaining to the mechanical and/or electrical operation and maintenance of a large power plant facility to attain the highest level of plant efficiency. Provides engineering support for operations, plant improvements, design changes, equipment acquisition, planned and unplanned outages, and analysis of operational or maintenance issues. Monitors and directs the design of new systems or the modification of existing systems to support the mechanical and electrical operation of the power plant. Gathers and evaluates data on power plant systems and components. Prepares project management documents, project budgets, and closes out projects. Gathers and maintains cost information.



Generation Electrical Engineer III - (\$88,257 - \$139,797): A Bachelor's degree in Electrical Engineering, and five (5) years of engineering experience in a power plant facility are required. Performs the more complex engineering work pertaining to the mechanical and/or electrical operation and maintenance of a large power plant facility to attain the highest level of plant efficiency. Provides engineering support for operations, plant improvements, design changes, equipment acquisitions, planned and unplanned outages, and analysis of operational or maintenance issues. Monitors and directs the design of new systems or the modification of existing systems to support the mechanical and electrical operation of the power plant. Gathers and evaluates data on power plant systems and components. Prepares project management documents, project budgets, and closes out projects. Gathers and maintains cost information.

Senior Generation Electrical Engineer - (\$96,440 - \$154,379): A Bachelor's degree in Electrical Engineering, and ten (10) years of directly related experience in power plant engineering support and a Professional Engineer's (P.E.) license are required. Top technical engineering position without formal supervisor responsibilities. Acts as project or team leader on specific generation projects. Uses extensive generation engineering experience to handle the more difficult or challenging projects. Also serves as the coordinator for projects requiring multiple engineers. Functions as the staff specialist in application of advanced theories, concepts, principles, and processes.

Language Skills: Ability to read, analyze and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence and procedure manuals. Ability to effectively present information and respond to questions from groups of employees, managers, clients, customers, and the general public.

Math Skills: Ability to work with mathematical concepts, such as probability and statistical inference, and fundamentals of plane and solid geometry, trigonometry, calculus, and differential equations. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

Reasoning Ability: Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form.

Computer Skills: Working knowledge of applicable computer programming languages related to electrical engineering such as PLS-CADD, PSS/E, Milsoft and Aspen. Proficient at operating personal computers using Microsoft Office Suite, MicroStation, and other computer-aided engineering software.

CERTIFICATES, LICENSES, REGISTRATIONS: This position requires a current driver's license. P.E. required for senior level.

WORK SCHEDULE REQUIREMENTS: This position may require a work schedule in excess of 40 hours a week and travel on short notice.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to use hands to finger, handle or feel and reach with hands and arms. The employee is frequently required to stand, walk, sit, and may be required to climb, balance, stoop, kneel, crouch or crawl. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close and distance vision. Vision and hearing must be normal or corrected to normal.



WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is exposed to occasional risk of electrical shock and moving mechanical parts. The employee is occasionally exposed to outside weather conditions. The noise level in the work environment is usually quiet. In accordance with WFEC Administrative Procedure 805-Alcohol and Drug-Free Workplace this position is classified as “safety sensitive”.

MUST MEET ALL PHYSICAL AND ENVIRONMENTAL REQUIREMENTS

**WFEC IS AN EQUAL OPPORTUNITY PROVIDER AND EMPLOYER
MINORITIES, FEMALES, DISABILITY, AND
VETS ARE ENCOURAGED TO APPLY
EOE/AA/M/F/DISABILITY/VETS**

DATE: June 14, 2021 **POSTING #:** 291036 Re-Post
POSITION: Principal Resource Planning Engineer **SALARY:** \$88,257 to \$169,785
DEPARTMENT: Resource Planning **LOCATION:** Moore, Ok

Applications will be accepted until June 28, 2021 – Apply on-line at www.wfec.com

A Principal Resource Planning Engineer position in the Resource Planning department. is open for placement. This one position could be filled as a Resource Planning Engineer or Principal Resource Planning Engineer based on the applicant's education and experience, see the Qualifications section for additional requirements.

SUMMARY: Under the overall direction of the Vice President, Special Projects, the incumbent provides leadership and oversight of WFEC's Resource Planning activities and workflow. The incumbent evaluates current and future electric generation capacity and energy needs. The incumbent evaluates proposed new generation resources including contract and asset resources to meet future power production and energy requirements. The incumbent reviews and evaluates current generation projects, proposed plant upgrades, and plant modifications to ensure ongoing efficient operations. In addition, the incumbent leads economic and financial evaluation of a broad range of potential traditional and non-traditional power projects and performs or coordinates economic comparisons of projects.

ESSENTIAL DUTIES AND RESPONSIBILITIES: Includes the following: other duties may be assigned. Manages WFEC's resource plan, power supply contracts, and performs risk analysis relative to power and fuel commodities. Evaluates, negotiates, administers, ensures compliance with, and analyzes the performance of all power supply contracts, and makes recommendations to management and the Board. Evaluates contracts for new or proposed power supply resources and makes recommendations to management and the Board for approval. In cooperation with other departments, develops, reviews, and evaluates contracts and agreements affecting the development and construction of generation facilities. Leads economic and financial evaluation of a broad range of potential traditional and non-traditional power projects and performs or coordinates economic project comparisons. Provides project management and engineering support for Resource Planning and other engineering projects. Maintains knowledge of new equipment, techniques, and applications of traditional and non-traditional power production equipment. Maintains a working knowledge of the SPP tariff, policies, and procedures and how they affect WFEC's resource adequacy requirements. Participates in the SPP working groups related to resource planning. Prepares and submits to the SPP the Resource Adequacy Workbook (RAW) and ensures WFEC meets the SPP's resource adequacy requirements. Interacts with outside entities such as ACES, RUS, SPP, and contractors related to resource planning projects. Communicates and keeps internal and external staff adequately informed of project status. Supports compilation of Construction Work Plan for generation additions and the supporting WFEC and Rural Development approvals and implementation related to future resource needs. Prepares and evaluates the department budget. Supports the preparation and evaluation of the load forecast and financial forecast. Works with other departments to gather information and implement appropriate policies and procedures to ensure compliance with purchase power and other major agreement. Presents oral and written reports to Senior Management and/or department managers relating to contract performance and research studies.

COMPETENCIES: To perform the job successfully, an individual should demonstrate the following competencies:

Analysis/Design: Synthesizes complex or diverse information; Collects and researches data; Uses experience to complement data; Designs workflows and procedures; Generates creative solutions; Translates concepts and information into images; Uses feedback to modify designs; Applies design principles; Demonstrates attention to detail.



Problem Solving: Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.

Professional Knowledge: Generates creative solutions; Translates concepts and information into applications; Uses feedback to modify recommendations; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.

Oral and Written Communication: Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings; Writes clearly and informatively; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.

Teamwork: Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

Planning/Organizing: Prioritizes and plans work activities; Uses time efficiently; Sets goals and objectives; Develops realistic action plans.

Project Management: Develops project plans; Coordinates projects effectively; Communicates changes and progress; Completes projects on time and budget; Manages project team activities.

Adaptability: Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected outcomes.

Customer Service: Manages difficult or emotional customer situations; Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance; Meets commitments to customers.

Cost Consciousness: Works within approved budget; Develops and implements cost saving measures; Conserves organizational resources.

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the education, experience, knowledge, skills, abilities, and behaviors required. At the option of the hiring official, a candidate will be placed in one of the following Resource Planning Engineer levels based on education, experience, knowledge, skills, and behaviors required.

Education and Experience:

Resource Planning Engineer – (\$88,257 – \$139,797): A bachelor's degree in mechanical or electrical engineering or a related field with a minimum of five years directly related experience in power plant construction, design, operation, or maintenance. Experience in the evaluation of proposed updates, modification, or new construction of power generation resources, renewable resources and purchase power agreements is preferred. Directly related progressively responsible experience may be substituted for the education requirement at the rate of two years of experience for one year of education. Substantial project management experience is preferred.

Principal Resource Planning Engineer – (\$104,949 – \$169,785): A bachelor's degree in mechanical or electrical engineering or a related field with a minimum of twelve years directly related experience in power plant construction, design, operation, or maintenance. Experience in engineering and financial modeling and evaluation of proposed updates, modifications, and new construction of power generation resources is required.



Directly related progressively responsible experience may be substituted for the education requirement at the rate of two years of experience for one year of education.

Language Skills: Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of employees, managers, clients, customers, and the general public.

Mathematical Skills: Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry, trigonometry, calculus and differential equations. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

Reasoning Ability: Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

Computer Skills: Requires two years' experience operating personal computers using the following or equivalent software: Visual Basic, Microsoft Office Suite, AutoCAD, and Microsoft Project. Experience with turbine or boiler modeling programs is desirable.

CERTIFICATES, LICENSES, REGISTRATIONS: This position requires a current driver's license.

WORK SCHEDULE REQUIREMENTS: Additional work scheduled, and unscheduled outside of normal hours will be required. May be asked to travel on short notice.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to use hands to finger, handle, or feel and reach with hands and arms. The employee is frequently required to stand; walk; sit; climb or balance and stoop, kneel, crouch, or crawl. The employee must climb ladders and stairs and work on elevated platforms or scaffolding; wear personal safety equipment including breathing apparatus; work in confined spaces. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision and distance vision.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is exposed to occasional risk of electrical shock; moving mechanical parts and vibration. The employee is occasionally exposed to wet and/or humid conditions; high, precarious places; fumes or airborne particles; toxic or caustic chemicals and outside weather conditions. The noise level in the work environment may usually be loud. In accordance with WFEC Administrative Procedure 805-Alcohol and Drug-Free Workplace this position is classified as "safety sensitive".

MUST MEET ALL PHYSICAL AND ENVIRONMENTAL REQUIREMENTS

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