

**DATE:** September 8, 2021 **POSTING #:** 291055  
**POSITION:** Transmission System Reliability Engineer **SALARY:** \$92,405 to \$161,635  
**DEPARTMENT:** Transmission & Distribution Engineering **LOCATION:** Moore

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***Applications will be accepted until September 22, 2021 – Apply on-line at [www.wfec.com](http://www.wfec.com)***

**SUMMARY:** Serves as a point of contact and provides technical expertise between the WFEC Engineering Department, the Federal Energy Regulatory Commission (FERC), North American Electric Reliability Corporation (NERC), and the Southwest Power Pool (SPP) Regional Transmission Organization (RTO). Specifically, but not limited to, providing engineering data and information applicable to certain mandatory FERC regulations and NERC Reliability Standards, reporting, and modeling as well as representing the WFEC Engineering Department on applicable SPP Committees, Workgroups, and Taskforces. Lead and provide technical expertise to ensure WFEC's obligations to the SPP RTO related to transmission planning, load flow, modeling, engineering, construction, and modifications of WFEC's power system are fulfilled. Develop and compile data, models, studies, plans, drawings, and documentation to support the planning of reliable, low-cost transmission for WFEC's member cooperatives. Evaluate the transmission planning practices and procedures for WFEC and ensure it meets reliability, performance, and market requirements within the SPP footprint. Responsible for analyzing regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operations under various operating scenarios in compliance with regulatory planning orders, standards, and guidelines. Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers. Obtains necessary inputs into the planning process and evaluates the capabilities of converting radial transmission into looped transmission lines for the regional transmission system and its compliance with the planning criteria.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:** Includes the following; other duties may be assigned. Serves as a point of contact for WFEC Engineering Department and leads the development of new and/or existing FERC, NERC, and/or SPP RTO procedures for data compilation, data modeling, planning, engineering, construction, modification of, and for, WFEC's system. Performs FERC, NERC, and SPP-RTO guideline, policy, and procedure analyses to evaluate the implications of changes to WFEC's policies and procedures, in consultation with the WFEC NERC Compliance Team. Ensures compliance with FERC orders, NERC Reliability Standards, and WFEC transmission planning criteria. Acts as a Subject Matter Expert (SME) during internal or NERC audits as required. Assists WFEC Engineering Department in the performance and technical application to meet certain compliance requirements, while assisting the WFEC Compliance Team to ensure activities follow FERC orders, NERC standards, as well as SPP Regional Entity (RE) specifications. Participates in the development of new standards, regulations, etc., as needed, before FERC, NERC, Oklahoma Corporation Commission (OCC), SPP and other entities as applicable. Researches best practices on documentation procedures by gathering information internally and/or externally. Crucial to have solid understanding of SPPs Open Access Transmission Tariff language (OATT) that applies to transmission issues. (Attachment O, Attachment Y, Transmission Planning (TPL) Standards, Business Practices 7060, Network Integration Transmission Service (NITS).etc.) Takes the Lead in coordinating, analyzing, and fulfilling requests for various operational & facilities data submittals and reports to regional organizations, other utilities, and management to ensure timely and accurate responses; compliance with all regulatory requirements; and support of transmission business functions. (WFEC workbook, FERC 715, IFSs, DISISs, GIAs, NTCs.etc.) Comprehensive knowledge and exhibited abilities to work on portfolio strategies with ACES, FERC, NERC, and SPP regional task forces and committees as well as attend face-to-face meetings located in and out of state as relevant or assigned. Involved with dynamic studies and reports to identify and justify needed transmission facilities in support of capital improvement project budgets and documentation including preliminary engineering, design, and construction plans of transmission and substation facilities.



Completes economic analyses to evaluate transmission or distribution upgrades and expansion alternatives. Works with others inside and outside of WFEC to reach consensus on transmission upgrades, additions, SPP generation interconnections, and service requests. Issues engineering documents to communicate planning studies and conclusions. Writes technical reports, user manuals, processes and guidelines as well as contributes to developing and evaluating transmission planning processes and criteria. Coordinates joint activities on FERC orders, NERC Reliability Standards, and SPP Criteria and Protocol Compliance for planning and study issues companywide, as well as outside organizations as it relates to the Engineering Department.

**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 solution alternatives; Applies power system analysis principles; Demonstrates attention to detail.

**Problem Solving:** 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:** Electrical engineering principles; Power system operations experience; Power generation and transmission concepts; Familiar with NERC reliability standards; 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/Written Communication:** Listens and gets clarification; Responds well to questions; Writes clearly and informatively; Edits work for spelling and grammar; Reads and interprets 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:** 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:** A Bachelor's degree in electrical, mechanical engineering or a related field with a minimum of five (5) years' directly related experience in power system engineering and detailed analysis of power systems. Professional Engineering registration or its equivalent, a master's degree in advanced engineering or management degrees are desired.

**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 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 PSS/E, Milsoft, and Aspen. Proficient at operating personal computers using Microsoft Office Suite.

**CERTIFICATES, LICENSES, REGISTRATIONS:** This position prefers an Engineer Intern and requires a current driver's license.

**WORK SCHEDULE REQUIREMENTS:** This position may require overtime 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 and hear. The employee is frequently required to use hands to finger, handle, feel and reach with hands and arms; to move about the facility; and may be required to climb or balance and 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 vision 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/VET**

**DATE:** September 9, 2021

**POSTING #:** 291056

**POSITION:** Transmission Engineer I

**SALARY RANGE:** \$76,328 - \$118,387

**DEPARTMENT:** Transmission & Distribution Engineering

**LOCATION:** Moore

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*Applications will be accepted through September 23, 2021 – Apply on-line at [www.wfec.com](http://www.wfec.com)*

**SUMMARY:** Under the general supervision of the Supervisor, Transmission Engineering, the incumbent provides engineering services for the power transmission and substation areas, including design and construction of transmission assets. Incumbent acquires and retains current knowledge for all appropriate electric utility industry regulatory requirements, regulations, laws, standards, and best practices applicable to the functional area including, but not limited to RUS, IEEE, and company standards, environmental, and NESC code. Plans and forecasts projects independently, developing practical action plans to successfully complete project goals and objectives.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:** Include the following; other duties may be assigned. Designs transmission lines, substations, and switch stations according to Rural Utility Service (RUS) rules and procedures. Coordinates activities with consulting engineers concerning project design. Provides in-depth reports on the status of project milestones and adjusts schedules accordingly. Assists in closure of work orders. Coordinates preparation and delivery of project deliverables, design documents and bid packages. Prepares detailed specifications for the purchase of construction material and equipment. Reviews project design for compliance with engineering principles, standards, contract requirements and related specifications. Evaluates and approves design changes, specifications, and drawings. Provides status and progress reports to management. Assists with preliminary line routing and site selection and coordinates with environmental and right-of-way personnel during the development of the line route or station site. Travels to and performs on site assessments of projects. Works with the protection engineer to obtain and maintain system data and computer programs necessary to provide all information required for relay, fuse, and recloser coordination of the transmission system. Prepares project management documents, project budgets and creates documentation for completion. Also closes out projects according to RUS guidelines. Attends meetings and conferences and performs research as necessary to stay informed of technical development in the power transmission industry. Coordinates with member distribution cooperatives regarding new and existing facilities. May oversee, monitor or coordinate the work of consultants or technicians and train personnel. Learns and maintains current advanced knowledge for all appropriate electric utility industry regulatory requirements, regulations, laws, standards, and best practices deemed applicable to any assigned work. Ensures the timely planning and forecasting of projects and the development of practical action plans which allow for the successful completion of assigned project goals and objectives.

**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 work flows 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 and budget processes; 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:** A Bachelor's degree in Electrical, Civil or Mechanical Engineering or a related field is required. Entry level engineer assisting higher classifications or more experienced engineers in engineering work pertaining to design of the transmission system, including checkout of new facilities, engineering support to technicians and modifications to improve existing substations and transmission lines. Includes basic project management. Develops positive communication and productive relationships with fellow employees, industry contacts, member cooperatives and WFEC management.

**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 in one-on-one and group situations, as well as respond to questions from groups of employees, managers, industry contacts, 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.

**WORK SCHEDULE REQUIREMENTS:** This position may require a work schedule in excess of 40 hours a week and travel on short notice. WFEC has an obligation to provide continuous, reliable service to its customers, the ability to work additional hours at any time of the day or week is required.

**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**

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**DATE:** September 9, 2021

**POSTING #:** 291057

**POSITION:** Transmission Engineer II, III, or Senior

**SALARY RANGE:** \$84,187 - \$161,635

**DEPARTMENT:** Transmission & Distribution Engineering

**LOCATION:** Moore

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*Applications will be accepted through September 23, 2021 – Apply on-line at [www.wfec.com](http://www.wfec.com)*

A Transmission Engineer position in the Transmission & Distribution Engineering department. is open for placement. This position could be filled at an Engineer II, Engineer III, or Senior Engineer level based on the applicant's education and experience, see the Qualifications section for additional requirements.

**SUMMARY:** Under the general supervision of the Supervisor, Transmission Engineering, the incumbent provides engineering services for the power transmission and substation areas, including design and construction of transmission assets. Incumbent acquires and retains current knowledge for all appropriate electric utility industry regulatory requirements, regulations, laws, standards, and best practices applicable to the functional area including, but not limited to RUS, IEEE, and company standards, environmental, and NESC code. Plans and forecasts projects independently, developing practical action plans to successfully complete project goals and objectives.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:** Include the following; other duties may be assigned. Designs transmission lines, substations, and switch stations according to Rural Utility Service (RUS) rules and procedures. Coordinates activities with consulting engineers concerning project design. Provides in-depth reports on the status of project milestones and adjusts schedules accordingly. Assists in closure of work orders. Coordinates preparation and delivery of project deliverables, design documents and bid packages. Prepares detailed specifications for the purchase of construction material and equipment. Reviews project design for compliance with engineering principles, standards, contract requirements and related specifications. Evaluates and approves design changes, specifications, and drawings. Provides status and progress reports to management. Assists with preliminary line routing and site selection and coordinates with environmental and right-of-way personnel during the development of the line route or station site. Travels to and performs on site assessments of projects. Works with the protection engineer to obtain and maintain system data and computer programs necessary to provide all information required for relay, fuse, and recloser coordination of the transmission system. Prepares project management documents, project budgets and creates documentation for completion. Also closes out projects according to RUS guidelines. Attends meetings and conferences and performs research as necessary to stay informed of technical development in the power transmission industry. Coordinates with member distribution cooperatives regarding new and existing facilities. May oversee, monitor or coordinate the work of consultants or technicians and train personnel. Learns and maintains current advanced knowledge for all appropriate electric utility industry regulatory requirements, regulations, laws, standards, and best practices deemed applicable to any assigned work. Ensures the timely planning and forecasting of projects and the development of practical action plans which allow for the successful completion of assigned project goals and objectives.

**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 work flows 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 and budget processes; 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:**

**Transmission Engineer II – (\$84,187 - \$131,954):** A Bachelor's degree in Electrical, Mechanical or Civil Engineering, or a related field and three (3) years of professional engineering experience in an electric utility environment are required. Serves as point of contact for technical issues, engineering information, reporting, and modeling. Plans, designs, and coordinates the checkout of new facilities, provides engineering support for projects including modification of existing facilities and supports the work of the engineering department. Prepares project management documents and creates documentation for completion and close out of projects according to RUS guidelines. Gathers cost information. Develops and maintains positive communication and productive relationships with fellow employees, industry contacts, member cooperatives and WFEC management.

**Transmission Engineer III – (\$92,405 - \$146,368):** A Bachelor's degree in Electrical, Mechanical or Civil Engineering, or a related field and five (5) years of professional engineering experience in an electric utility environment are required. Plans, designs, and coordinates the checkout of new facilities and modifications on existing transmission and substation facilities. Has project responsibility for more complex projects that require extensive knowledge and experience.





Prepares project management documents, project budgets and creates documentation for completion and close out of projects according to RUS guidelines. Gathers cost information. Also serves as point of contact for technical issues, engineering information, reporting and modeling. Develops and maintains positive communication and productive relationships with fellow employees, industry contacts, member cooperatives and WFEC management.

**Senior Transmission Engineer – (\$100,973 - \$161,635):** A Bachelor’s degree in Electrical, Mechanical or Civil Engineering, or a related field and ten (10) years of professional engineering experience in an electric utility environment and certification as a Professional Engineer (P.E.) are required. Top technical engineering position without supervisory responsibility. Provides professional engineering support to other individuals and departments. Serves as subject matter expert (SME) for technical issues, engineering information, reporting, and modeling. Able to efficiently and effectively deal with more advanced and Senior level projects. Functions as a staff specialist in application of advanced theories, concepts, principles and processes. Serves as the technical expert on engineering planning and reliability matters, assisting other individuals and departments in the accomplishment of their duties.

**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 in one-on-one and group situations, as well as respond to questions from groups of employees, managers, industry contacts, 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. WFEC has an obligation to provide continuous, reliable service to its customers, the ability to work additional hours at any time of the day or week is required.

**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**

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