

DATE: January 18, 2022

POSTING #: 291075

POSITION: Transmission Engineer I

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

DEPARTMENT: Transmission & Distribution Engineering

LOCATION: Moore

Applications will be accepted through February 1, 2022 – Apply on-line at 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

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

DATE: January 18, 2022

POSTING #: 291076

POSITION: Transmission Engineer II, III, or Senior

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

DEPARTMENT: Transmission & Distribution Engineering

LOCATION: Moore

Applications will be accepted through February 1, 2022 – Apply on-line at 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.

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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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