



BONNEVILLE POWER ADMINISTRATION
DETAIL OR NON-COMPETITIVE TEMPORARY PROMOTION OPPORTUNITY
INTEREST ANNOUNCEMENT: BPA-25-IA-MT-001

Chief Business Transformation Officer

For Classified position Job Code J08100 GS-0340-15

Term Length: Full-time (120 days)

Number of Vacancies: 1

OPENS: 05/16/2025

CLOSES: 05/26/2025

POSITION LOCATION: This position is located in the Bonneville Power Administration (BPA), Business Transformation Office (MT). Portland, OR.

WHO MAY APPLY: Any Bonneville Power Administration employees currently at GS-14 or GS-15 grade level. This is a non-competitive temporary promotion or detail NTE 120 days. Employees will need to confirm they have their supervisor's approval when applying for the non-competitive temporary promotion or detail.

Employees who have non-competitively served a total of 120 days in a temporary promotion or detail to a higher grade within the preceding 12 months are not eligible for a higher-graded opportunity.

Contact Luisa Monroy Flores at lfmonroyflores@bpa.gov if you have questions regarding your eligibility.

NOTES: Selection from this announcement is subject to the requirements of applicable personnel regulations, policies, and BPA HR Directives.

- When an employee already holds the same grade or higher as the position of interest on a permanent basis, then the detail may be made for a period up to one year, in 120-day increments. When appropriate, details may be extended for an additional year, in 120-day increments.
- When an employee holds a lower graded position or is in a position with lower-graded promotion potential than the position of interest, he/she is prohibited from serving in a higher-graded position for more than 120-days in a 52-week period.
- The employee will be returned to his/her permanent position of record (i.e., position prior to detail) upon completion of the temporary promotion or detail.
- Temporary promotions and details may be terminated at any time based on the needs of management.
- Multiple selections may be made from this interest announcement to fill the position on a rotational basis.

GENERAL INFORMATION: The individual selected will report to Chief Operating Officer.

The purpose of this position is to serve as the Director of Business Transformation for BPA. The purpose of the position is to meet BPA's mission and objectives by providing a structured approach to program organization design, management and execution of programs within the portfolios of cross agency transformational key strategic initiatives. Responsible for driving enterprise business process change, communication and continuous improvement while focusing on technology investments that enable an adaptive application set up to support flexibility and integration with quickly progressing industry trends. Serve as a member of the Enterprise Board and Executive Team.

DUTIES:

- (20%) Provides leadership and oversight of BPA-wide internal management vision, strategies, and policies that promote and strengthen management processes and practices across BPA business units.
- (20%) Provides leadership and collaborates with other Front Office Executives, Senior Vice Presidents and Executive Vice Presidents to ensure consistent implementation of internal management policies and standards across BPA's business lines and units.
- (20%) Provides leadership in formulating and implementing BPA's high performing organization direction and objectives; and incorporates into BPA's internal services and operations.
- (20%) Supports and communicates (internally and externally) regarding Business Transformations' s overall mission of driving enterprise business process change, communication and continuous improvement while leverage technology investments that enable an adaptive application set to support flexibility and integration with quickly progressing industry trends.
- (20%) Ensures that policies and procedures meet external and regulatory requirements.

Activities Supervised and/or Managed:

The incumbent exercises management and executive knowledge and ability in managing and supervising the following activities:

- Responsible for the successful development and execution of critical business initiatives designed to ensure BPA will be an engine of the Northwest's economic prosperity and environmental sustainability.
- Defining large initiatives involving people, processes, and technology; ensuring programs and projects (change initiatives) meet objectives on time and on budget and that adoption is optimal to drive benefit realization; establishing enterprise architecture and management standards that ensure consistent and optimal approaches across the agency portfolio and deliver best-fit and cost-effective solutions.
- Leveraging change management strategies and plans to engage stakeholders, assess business impacts, enable transitions, and drive solution adoption and benefits realization to achieve business transformation.
- Establishes agency-wide policies for portfolio, program, and project management practices and standards and acts as a PMO center of excellence for the agency. This function will work directly with the Enterprise Board and VPs to strategize, plan, develop, and execute various cross agency transformational initiatives (i.e. Stakeholder Analysis, Change Impact Assessment, Communication Analysis, Transition Plan and Adoption Plan).

SPECIALIZED EXPERIENCE REQUIREMENTS: Employees with at least one year of specialized experience at the next lower grade level in the Federal service may be eligible for temporary promotion. Specialized experience for this position is defined as:

Specialized experience is defined as: Experience (1) defining an organization's management practices and technology initiatives to ensure business goals and objectives are achieved; AND (2) leading the development and implementation of business process change and continuous improvement to support integration with progressive industry trends.

HOW TO APPLY: Complete a brief memo of interest describing your interest in this detail – temporary promotion assignment and your relevant experience. Submit your memo and a signed Supervisory Acknowledgement statement (below) by close of business on **05/26/2025** to: sbcooper@bpa.gov. Do NOT submit a resume.

SUPERVISOR'S ACKNOWLEDGEMENT

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I acknowledge that _____ has requested consideration for this position.
I understand this temporary assignment is a detail or temporary promotion NTE 120 days.

I am willing to consider approving the detail and understand the salary, travel, lodging, M&IE costs and/or
FTE for the duration of the detail will be funded by (ORG).

Supervisor's Signature: _____ Date: _____

Supervisor's Title: _____ Routing: _____