



BONNEVILLE POWER ADMINISTRATION
DETAIL OR NON-COMPETITIVE TEMPORARY PROMOTION OPPORTUNITY

INTEREST ANNOUNCEMENT: BPA-25-IA-MTM-002

Director of Market Initiatives

For Classified position Job Code J08014 GS-1101-15

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), Market Initiatives (MTM). 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 Market Initiatives. The incumbent is a member of the B management team with responsibility for providing direction and leadership in the planning, development, and administration of programs, systems, and work processes, which are necessary to perform the critical mission and support activities, required of the group, which include the Enhanced Day Ahead Market, Resource Adequacy, ongoing EIM policy changes in the industry and exploration of a Regional Transmission Organization.

DUTIES:

(40%) Managerial Authority: As the Director of Market Initiatives: Makes major recommendations and decisions which have a direct and substantial effect on the Market Initiatives program elements managed. Is a key policy formulator and decision-maker for long- and short- range strategic planning in support of the overall Bonneville mission. With respect to the Market Initiatives program elements managed, determines and allocates necessary organizational resources, including staff and funds, and is solely responsible within the organization for their effective and efficient utilization in support of organizational and functional responsibilities.

- Exercises delegated managerial authority to set a series of annual and longer-range work plans and schedules for in-service and contracted work, independently of or jointly with higher management.
- Sets policy for the Office in such areas as determining program emphases and operating guidelines. Understands and communicates BPA policies and priorities throughout the group managed as well as affected regional stakeholders.
- Contributes significantly to the determination of resource needs and allocation of resources, and is accountable for their effective use. Determines the best approach or solution for resolving budget shortages. Makes major recommendations and decisions related to the resources to devote to particular programs or program elements.
- Plans for long-range staffing needs, including such matters as whether to contract work. Makes recommendations and decisions related to changes in the structure of the organization managed, operating cost, and key positions, including the particular changes to be affected.
- Makes major recommendations and decisions related to the optimum mix of reduced operating costs and assurance of program effectiveness, including the introduction of labor-saving devices, automated processes, methods improvements, etc.
- Considers a broad spectrum of factors when making decisions or recommendations to higher-level management, including such matters as public relations, labor-management relations, and the effect on other organizations and the broader agency strategies.
- Coordinates program efforts with other internal activities or with the activities of other agencies. Assesses the impact of Market Initiatives program efforts on BPA business lines, in other government entities, and the private sector. Is closely involved with management and senior-level staff personnel in the development of overall goals and objectives for Market Initiatives program segments. Makes major recommendations and decisions related to policy formulation and long-range planning in connection with prospective changes in functions and programs; significant internal and external program and policy issues affecting the agency, such as those involving political, social, technological, and economic conditions; restructuring, reorienting, and recasting immediate and long-range goals, objectives, plans and schedules to meet substantial changes in legislation, program authority, and/or funding; and determination of projects to be initiated, dropped, or curtailed.
- Directs development of data, provision of expertise and insights, securing of legal opinions, preparation of position papers, and execution of comparable activities to support development of Market Initiatives and BPA goals and objectives related to high levels of program management, development, and formulation.

(30%) Supervisory Authority: Exercises delegated supervisory authorities and responsibilities, directing, coordinating, and overseeing the work and providing similar oversight of contractors when appropriate. The staff directed includes Federal employees in grades GS-12 and above. Deals with human resources management policy matters affecting the entire organization, with personnel actions affecting key employees, and with other staffing actions having significant impacts.

- Plans work to be accomplished by subordinates, sets and adjust priorities, and prepares schedules for completion of work.
- Assigns work to subordinates based on priorities, selective consideration of the difficulty and requirements of assignments, and the capabilities of employees.

- Makes decisions on work problems presented by subordinates and by contractors.
- Develops performance standards. Evaluates the work performance of subordinates. Assures reasonable equity of performance standards and rating techniques among subordinates, and assures comparable equity in the assessment by subordinates of the adequacy of contractor work.
- Recommends awards and bonuses for subordinates and changes in position classification.
- Approves expenses comparable to within-grade increases, extensive overtime, and employee travel.
- Gives advice, counsel, and instruction to employees on both work and administrative matters.
- Interviews candidates for positions and makes selections, promotions, and reassignments to such positions.
- Hears and resolves grievances and complaints from employees.
- Effects disciplinary measures, including serious disciplinary actions such as suspensions.
- Identifies developmental and training needs of employees and provides or arranges for needed development and training. Makes decisions on non-routine, costly, or controversial training needs and training requests of subordinates.
- Provides understanding, support, and leadership in administering the BPA EEO program for all applicants and employees. To the full extent of delegated authority and responsibility, provides and ensures fair and equitable treatment for all employees in personnel policies and practices including recruitment, selection, placement, counseling, training, career development, promotion, and adverse action.
- Ensures team-oriented, effective, harmonious, and productive formal and informal working relationships within the organization, between the organization and other organizations, and with those positions key to the effective accomplishment of BPA's business, marketing, and customer service objectives.
- As the principal steward for his/her organization, creates and maintains a cost-consciousness, market-driven, and results-oriented atmosphere that is characterized by innovation, customer focus, continuous improvement, and competitive orientation. Finds and implements ways to eliminate or reduce significant bottlenecks and barriers to production or increase the quality of the work directed.
- Exercises significant responsibilities in dealing with other BPA managers and supervisors and in advising senior-level BPA managers.

(30%) Representational Responsibility: Represents the Market Initiatives organization, the Chief Operating Officer, and BPA in working directly with executive-level personnel, managers and staff in BPA; other Federal agencies; State and local authorities; public and privately-owned utilities, manufacturers and providers of goods and services utilized by BPA; private industry; public groups; and any appropriate regulatory organizations. Justifies, defends, or negotiates in representing the agency in obtaining or committing resources, and in gaining compliance with established policies, regulations, or contracts. Represents BPA as a technical expert in internal and external committees and working groups for resolving critical problems. Evaluates and makes recommendations concerning overall plans and proposals for major BPA, DOE, and interagency projects and implementing national level guidance. Participates actively in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or importance to the BPA, and often representing BPA on panels and forums. Performs other duties as assigned.

Activities Supervised and/or Managed:

The incumbent applies knowledge of the business practices, technologies and operating characteristics of the electrical utility industry and the BPA to manage and supervise the following activities:

- Developing and implementing a structured approach to program organization design, management, and execution of Market initiatives within the portfolios of cross-BPA transformational initiatives.

- Driving enterprise-wide business process change, market, and continuous improvement while leveraging technology investments that enable an adaptive application set to support flexibility and integration with quickly progressing industry trends.
- Developing and executing critical Market business initiatives designed to ensure BPA will be an engine of the Northwest's economic prosperity and environmental sustainability, including 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 Market standards that ensure consistent and optimal approaches across the BPA 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.
- Establishing BPA-wide policies, practices, and standards.
- Working directly with the Chief Operating Officer and senior BPA management and executives to strategize, plan, develop, and execute various cross-BPA Market transformational initiatives.

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 for this position is defined as 1) leading, overseeing, and administering policy for energy markets; and 2) developing, planning, overseeing and implementing programs for new energy markets; and/or 3) Performing critical work processes necessary to achieve strategic business goals and objectives for agency and regional market initiatives.

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

INTEREST ANNOUNCEMENT: BPA-25-IA-MTM-001

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: _____