

INTEREST ANNOUNCEMENTS



BONNEVILLE POWER ADMINISTRATION
DETAIL – NON-COMPETITIVE TEMPORARY PROMOTION OPPORTUNITY
INTEREST ANNOUNCEMENT BPA-26-IA-M-032

Director of Internal Operations and Performance

For Classified position J08763-GS-14

Pay Range: \$135,522-176,183

Full-time for 120 days

Number of Vacancies: 1

OPENS: 05/26/2026

CLOSES: 06/04/2026

POSITION LOCATION: Portland, OR

WHO MAY APPLY: Any Bonneville Power Administration employee with current competitive career conditional/career status currently at the GS-13 or GS-14 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 Wilson Bowlby at wjbowlby@bpa.gov if you have questions regarding your eligibility.

NOTES: The successful candidate will be detailed or non-competitively temporarily promoted to the position of Director of Internal Operations and Performance. Selection from this interest announcement is subject to the requirements of applicable employment practices. Any promotion associated with this announcement will be subject to the following:

- When an employee already holds the same grade or higher as the position of interest on a permanent basis, then the action will be processed as a detail and 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, s/he is prohibited from serving in a higher-graded position for more than 120-days in a 52-week period. The action may be processed as a detail or non-competitive temporary promotion at management's discretion. Employees selected for a non-competitive temporary promotion must meet time in grade, experience, and any minimum education requirements specified under Special Skills & Abilities below. Those who do not meet the time in grade or qualifications requirement(s) may be eligible to accrue experience during a detail. Non-competitive temporary promotions or details to a higher grade may not be extended or made permanent.
- The employee will be returned to his/her permanent position of record (i.e., position prior to detail) upon completion of the non-competitive temporary promotion or detail opportunity.
- 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.

INTEREST ANNOUNCEMENTS

GENERAL INFORMATION:

This position is located in Department of Energy (DOE), Bonneville Power Administration (BPA), Business Development and Management Office (M), Strategic Planning and Performance (MP), Internal Operations and Performance (MPO). The purpose of this position is to serve as the Internal Operations Manager and a member of the MP management team with responsibility for planning, supervising, and leading programs, systems, and work processes that are necessary to perform the critical mission and support activities required of the organization supervised. The incumbent also serves as a special assistant, advisor and expert consultant to, and represents the Chief Strategy Officer in, the formulation and implementation of policies, strategies, and practices related to internal operations of the organization. This position is also responsible for the management of internal operations, strategic initiatives and special projects in support of the Chief Strategy Officer.

DUTIES:

- Exercises delegated supervisory authorities and responsibilities, directing, coordinating, and overseeing the work and providing similar oversight of contractors when appropriate. 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.
- Works directly for and serves as the overall programmatic advisor and expert consultant to the Chief Strategy Officer in planning, organizing, managing, integrating, and evaluating all MP programs and activities. When designated, acts for managers on all matters pertaining to MP across BPA.
- Participates with the Chief Strategy Officer in planning, implementing, and evaluating the entire MP program, including defining requirements, monitoring performance, and providing oversight of contractor activities when necessary. Assists the managers in establishing work priorities, workload planning, and budget and staff planning as required. Participates in preparation of the budget and long-range planning.
- Ensures all strategy, policies, and operations are fully integrated and coordinated both internally among all MP organizational elements and with other BPA programs and activities. Exercises originality in anticipating major problems, recognizing future program needs, and guiding and overseeing the development of policies, standards, procedures, and instructions to be issued by the Chief Strategy Officer to guide subordinate managers and staff.
- Plans, coordinates and monitors critical strategic activities and special projects as assigned by the Chief Strategy Officer. Designs, plans, coordinates, and oversee or conducts comprehensive studies and analyses to identify and propose to the managers and other senior management, solutions to broad, complex situations throughout MP Acts as a troubleshooter for the managers in investigating areas of the MP organizations where unusually critical and severe issues or problems have been identified. Oversee studies and analyses to determine the root-causes of those problems, and develops and presents to management proposed solutions. Research and recommend new and improved methods and procedures for application within MP and BPA.

Other Significant Facts Pertaining To This Position:

1. Per DOE Order 326.1, this position is required to file a Confidential Financial Disclosure Report.
2. Project Management Professional Certification is preferred but not required.
3. Some travel to field locations may be required.

SPECIAL SKILLS & ABILITIES:

Employees with at least one year of specialized experience at the next lower grade level (GS-13) in the Federal service may be eligible for temporary promotion.

Specialized experience for this position includes one or more of the following:

- 1) Experience in supervising and leading administrative, operations, or program management activities, including assigning work, setting priorities, and evaluating employee performance;
- 2) Experience in analyzing organizational or program issues and developing recommendations, policies, procedures, or process improvements for management; and

INTEREST ANNOUNCEMENTS

3) Experience in advising senior leadership and Coordinating with internal and external stakeholders on strategic initiatives, special projects, or operational objectives.

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 **06/04/2026** to Judith Estep at jaestep@bpa.gov.

**** Do NOT submit a resume. ****

SUPERVISOR'S ACKNOWLEDGEMENT

INTEREST ANNOUNCEMENT BPA-26-IA-M-032-Director of Internal Operations and Performance - GS-0343-14 – Detail – Temporary Promotion

I acknowledge that _____ has requested consideration for this position. I understand this assignment is a detail or temporary promotion (*not to exceed or duration, part-time or full-time*).

I am willing to consider approving the detail-temporary promotion and understand the (salary and/or FTE) for the duration of the detail-temporary promotion will be funded by the M-org.

Supervisor's Signature: _____ Date: _____

Supervisor's Title: _____ Routing: _____