



BONNEVILLE POWER ADMINISTRATION
DETAIL – NON-COMPETITIVE TEMPORARY PROMOTION OPPORTUNITY
INTEREST ANNOUNCEMENT BPA-26-IA-MPO-040

Management Analyst

For Classified position J08390 GS-0343-13

Pay Range: \$114,684 – \$149,091

Full-time for 120 days

Number of Vacancies: 1

OPENS: 07/30/2026

CLOSES: 08/08/2026

POSITION LOCATION: This position is located in the Bonneville Power Administration (BPA) in the Internal Operations and Performance Office (MPO) of the Strategic Planning and Performance Office (MP), Business Development and Management (M).

Duty Station: Portland, OR

WHO MAY APPLY: Any Bonneville Power Administration employee with current competitive career conditional/career status currently at the GS-12 or GS-13 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 Management Analyst. 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.

GENERAL INFORMATION:

The individual selected will report to the Director of Internal Operations and Performance.

The purpose of this position is to serve as a Performance Scorecard Program Manager responsible for planning, organizing, conducting, and leading projects, studies, and other initiatives to determine and improve the efficiency, effectiveness, and productivity of BPA programs, systems, and processes which are functionally critical for successful management and internal control of BPA's missions and objectives.

Other Significant Factors:

1. Project Management Professional Certification is preferred but not required.
2. Some travel to field locations may be required.

DUTIES:

60% - Senior Analyst

- Plans, organizes, and leads or conducts projects, studies, and analyses of considerable scope and depth critical to the resolution of organizational effectiveness issues, including detailed analyses of existing and proposed processes, procedures, organizational structures, staffing, administrative methods, and supervisory and management practices. Isolates and defines issues or conditions where a number of efforts and related studies must be coordinated and integrated. Uses initiative and resourcefulness in researching and implementing new and improved methods and procedures to resolve issues within BPA.
- Analyzes and recommends methods for enhancing the efficiency and effectiveness of programs and procedures through process modification and application of evolving technology. Plans, designs, coordinates, and conducts comprehensive benchmarking studies.
- Develops or participates in the development of BPA-wide operations, including updates and coordination of existing strategies that support the Chief Workforce and Strategy Office (D) Human Capital Management, Information Technology, Safety, Security & Continuity, Supply Chain and Workplace Services. Serves as a subject-matter expert regarding policy development, changes or updates to existing policies and procedures.
- Guides and participates in the development and implementation of business metrics, plans and processes, including those related to established business targets and objectives.
- Establishes criteria for identifying and analyzing trends in activities and in measuring organizational effectiveness in achieving objectives and goals.
- Develops new information and establishes criteria to identify and measure program accomplishments. Develops methods to improve the effectiveness with which programs are administered, and develops new approaches to program evaluation which serve as precedents for others.

40% - Project Management

- Performs a full range of project management functions for assigned projects, studies and analyses. Plans, manages, coordinates, leads, and oversees projects.
- Consults with clients or customers to define project scope, requirements, and deliverables. Prepares proposed plans, milestones, and schedules. Implements project plans to meet objectives. Coordinates and integrates project activities.
- Monitors project activities and resources to mitigate risk. Makes improvements, solves problems, or takes corrective action when problems arise. Gives presentations or briefings on all aspects of the project.
- Participates in phase, milestone, and final project reviews. Identifies project documentation requirements or procedures.
- Develops and implements product release plan. Serves as the expert on assigned projects. Provides authoritative advice, counsel and guidance to BPA management, staff and senior executives.
- When required, monitors contractor activities to insure contractors execute project plans on time, meeting deliverable milestones within budget and with satisfactory quality. Provides updates and reports on contractor performance to N management. Ensures assigned activities are integrated within N and BPA. Ensures compliance with internal controls to prevent waste, fraud, and abuse in assigned activities. Ensures compliance with quality assurance, environmental, and safety and health requirements in assigned activities. May be required to perform as a Contracting Officer's Technical Representative (COTR).
- Represents the CTISO office, MP, and the BPA in conferences and meetings in efforts to obtain all viewpoints regarding proposed policies and/or plans and to assure concerted action by all parties involved. Communicates or negotiates BPA's position.

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- Leads or participates as a technical expert in committees and working groups for resolving critical problems in existing BPA- and DOE-wide programs requiring innovative solutions. Evaluates and makes recommendations concerning overall plans and proposals for major projects and implementing national level guidance in DOE standards, guidelines, or policies for program activities.

SPECIAL SKILLS & ABILITIES:

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) Planning, coordinating, and overseeing all aspects of Program Management; 2) Developing and implementing business metrics, plans and processes, including those related to established business targets and objectives; AND 3) Analyzing technical data for the purpose of distilling complex information and presenting recommendations to senior staff members.

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 08/08/2026 to Ted Rydmark, tdrydmark@bpa.gov. Do NOT submit a resume.

INTEREST ANNOUNCEMENTS

SUPERVISOR'S ACKNOWLEDGEMENT

INTEREST ANNOUNCEMENT *BPA-26-IA-MPO-040-Management Analyst – GS-1130-13-Detail-Temporary Promotion*

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 MPO.

Supervisor's Signature: _____ Date: _____

Supervisor's Title: _____ Routing: _____