



Department of Energy
Bonneville Power Administration
P.O. Box 3621
Portland, Oregon 97208-3621



In reply refer to: BPA-2026-01592-F

May 14, 2026

Sent Via Email Only To: PII [REDACTED]

Jon Dull

PII [REDACTED]

Dear Mr. Dull,

This communication is the Bonneville Power Administration's (BPA) final response to your request for agency records made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA) on April 15, 2026, and assigned tracking number BPA-2026-01592-F. Please use that tracking number in any correspondence with the agency regarding your FOIA request. This communication is the agency's formal acknowledgment and response to your FOIA request.

Request

You seek, "...a list of active non-supervisory and nonmanagerial GS-15 positions along with the relevant Position and Description and Position Description Cover Sheet associated with the respective active positions."

Response

BPA searched for and gathered records responsive to your request. BPA collected 81 pages of responsive records from knowledgeable agency personnel in the Human Resources Department. Those 81 pages accompany this communication, with minor redactions applied under the following exemptions:

- 9 exemptions applied under 5 U.S.C. § 552(b)(6)

A more detailed explanation of the applied exemptions follows.

Explanation of Exemptions

The FOIA generally requires the release of all responsive agency records upon request. However, the FOIA permits or requires withholding certain limited information that falls under one or more of nine statutory exemptions (5 U.S.C. § 552(b)(1-9)). Further, section (b) of the FOIA, which contains the FOIA's nine statutory exemptions, also directs agencies to publicly release any reasonably segregable, non-exempt information that is contained in those records.

Exemption 6

Exemption 6 serves to protect Personally Identifiable Information (PII) contained in agency records when no overriding public interest in the information exists. BPA does not find an overriding public interest in release of the information redacted under Exemption 6, specifically, physical signatures. Individuals have a personal privacy interest in their personal signature as this could be used for forgery. This information sheds no light on the executive functions of the agency and BPA finds no overriding public interest in its release. BPA cannot waive these redactions, as the protections afforded by Exemption 6 belong to individuals and not to the agency.

Lastly, as required by 5 U.S.C. § 552(a)(8)(A), information has been withheld only in instances where (1) disclosure is prohibited by statute, or (2) BPA foresees that disclosure would harm an interest protected by the exemption cited for the record. When full disclosure of a record is not possible, the FOIA statute further requires that BPA take reasonable steps to segregate and release nonexempt information. The agency has determined that in certain instances partial disclosure is possible and has accordingly segregated the records into exempt and non-exempt portions.

Fees

There are no fees associated with processing your FOIA request.

Certification

Pursuant to 10 C.F.R. § 1004.7, I am the individual responsible for the records search and information release described above. Your FOIA request BPA-2026-01592-F is now closed with the responsive agency information provided.

Appeal

Note that the records release certified above is final. Pursuant to 10 C.F.R. § 1004.8, you may appeal the adequacy of records search, and the completeness of this final records release, within 90 calendar days from the date of this communication. Appeals should be addressed to:

Director, Office of Hearings and Appeals
HG-1, L'Enfant Plaza
U.S. Department of Energy
1000 Independence Avenue, S.W.
Washington, D.C. 20585-1615

The written appeal, including the envelope, must clearly indicate that a FOIA appeal is being made. You may also submit your appeal by e-mail to OHA.filings@hq.doe.gov, including the phrase "Freedom of information Appeal" in the subject line. (The Office of Hearings and Appeals prefers to receive appeals by email.) The appeal must contain all the elements required by 10 C.F.R. § 1004.8, including a copy of the determination letter. Thereafter, judicial review will be available to you in the Federal District Court either (1) in the district where you reside, (2) where you have your principal place of business, (3) where DOE's records are situated, or (4) in the District of Columbia.

Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

Office of Government Information Services
National Archives and Records Administration
8601 Adelphi Road-OGIS
College Park, Maryland 20740-6001
E-mail: ogis@nara.gov
Phone: 202-741-570
Toll-free: 1-877-684-6448
Fax: 202-741-5769

Questions about this communication may be directed to BPA's FOIA Public Liaison, James King, at jjking@bpa.gov or (503) 230-7621. Questions may also be directed to BPA FOIA Case Coordinator, Brian Roth, at bsroth@bpa.gov or (503) 230-4383. Thank you for your interest in the Bonneville Power Administration.

Sincerely,

Candice D. Palen
Freedom of Information/Privacy Act Officer

Responsive agency information accompanies this communication.

Job Code	Off Title	Pay Plan	Occ Series	Grade
J00627	Special Assistant To Vice President, National Relations	GM	0301	15
J00805	Electrical Engineer	GS	0850	15
J00807	Customer Account Executive	GS	1101	15
J05223	Public Utilities Specialist	GS	1130	15
J06416	Attorney-Adviser (General)	GS	0905	15
J09080	Attorney-Adviser (General)	GS	0905	15
J09265	Civil Engineer	GS	0810	15
J09266	Mechanical Engineer	GS	0830	15
J09267	Electrical Engineer	GS	0850	15
J09268	Electronics Engineer	GS	0855	15
J09454	Columbia River Treaty Lead Negotiator	GS	1101	15
J09483	Civil Engineer (Structural)	GS	0810	15

Instructions for Completing Optional Form 8

POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

- *1. Enter position number used by the agency for control purposes. See FPM Chapter 312, Subchapter 3.
- *2. Check one.
- "Redescription" means the duties and/or responsibilities of an existing position are being changed.
 - "New" means the position has not previously existed.
 - "Reestablishment" means the position previously existed, but had been cancelled.
 - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
 - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
3. Check one.
- *4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- *5. Enter geographical location if different from that of #4.
6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- *7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
11. Check one.
- A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
 - A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.
12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.
13. Enter competitive level code for use in reduction-in-force actions. See FPM Chapter 351.
14. Agencies may use this block for any additional coding requirement.
- *15. Enter classification/job grading action.
- For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
 - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
 - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. **For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)."** The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
16. Enter the organizational, functional, or working title if it differs from the official title.
17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- *18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- *20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- *21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- *25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

This position is designated as Incumbent Only. Position will be abolished or restructured upon vacancy of the current incumbent and no further personnel actions may be processed utilizing this position. The Classification Conflict Resolution (CCR) process must be exhausted prior to re-establishment or re-description of the position.

Special Assistant to the Vice President, National Relations	Position Description
GM-301-15	10-15-03
J00627	AIN
Related Job Codes: N/A	

Introduction

The incumbent of this position serves as the Special Assistant to the Vice President for National Relations.

National Relations builds and maintains productive relationships with Congress and the Administration (White House, Department of Energy (DOE), Treasury, Office of Management and Budget (OMB), Government Accountability Office (GAO), Federal Energy Regulatory Commission (FERC), etc.). The staff strategically articulates BPA policy and builds support for BPA decisions and identifies the need for and schedules appropriate opportunities for D.C. stakeholders to meet with BPA executives, managers and staff. National Relations staff monitors Administration and Congressional actions, policies and programs that could impact BPA and keeps appropriate BPA management and staff informed.

Duties

- Provides substantive advice, strategies, and recommendations to BPA Headquarters top management on the formulation and implementation of the Administrator's policy, Executive and Legislative strategies, budget development and execution, and financial planning and management.
- Serves as the principal local representative to and policy negotiator with the OMB, the Office of the Secretary of the Department of Treasury, and the Congressional Budget Office. Represents BPA and negotiates BPA positions and interests with other Federal as well as non-federal officials and organizations.
- Serves as the continuing representative of the BPA to FERC for all matters involving Residential Exchange, Average System Costs and all other financial matters such as repayment, policy, revenue requirements, etc.
- Provides substantive advice and guidelines for policy and decision making at BPA headquarters in preparation for all phases of the budget process including strategies for supporting and defending program levels at OMB and before the Congress in budget and oversight hearings and in verbal and written questions. Incumbent is expected to use independent judgment to seek redirection of such policies.
- Resolves problems pertaining to the programs and functions of BPA. They include implementations and administration of Federal policies and programs, budget, power rates, and contracts, marketing plans, financial policy, management services, and engineering aspects of the BPA system. The incumbent provides Congress with information on these matters on a continuing basis. Analyzes and evaluates these problems under pressure of

constantly changing circumstances and must, based on knowledge and judgment, make decisions which may form new policy statements or which commit BPA to action.

- Serves as the Acting Vice President for National Relations during all absences of the incumbent.

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Factor 1 - Knowledge Required by the Position - Level 1-9

Serves as the internal expert to Bonneville top management officials participating in the formulation and articulation of an overall plan integrating the full range of issues associated with individual Bonneville programs. At this level assignments require development of new methods, approaches, and hypothesis in the planning, conducting, and evaluating extensive long-range programs and projects. This level requiring the demonstrated capability to apply broad knowledge of an administrative function and comprehensive knowledge of public issues or programs related to the incumbents' functional area of responsibility necessary to assist in the decision making process. Decision-makers at this level include: members of Congress, high-ranking officials, public interest groups, etc.

Factor 2 - Supervisory Controls - Level 2-5

Is responsible for the planning, coordination and accomplishment of projects with are provided in terms of broadly defined functions of the employing organization. The incumbent independently negotiates the scope and objectives of the study as well as identification of resources required for completion.

The review of work is confined to compliance with broad agency policy and responsiveness to the needs of the senior level management.

Factor 3 - Guidelines - Level 3-5

Guidelines consist of basic policy statements concerning the issue or problem being studied and may include reference to pertinent legislative history, related court decisions, state and local laws, or policy initiatives of agency management.

The incumbent must exercise considerable judgment in interpreting and adapting existing precedents and in developing new or improved approaches to analyze, develop, and present authoritative information or analyses on controversial and regionally import subjects to persons with conflicting views. The methods and procedures developed often serve as precedents for other individuals.

Factor 4 - Complexity - Level 4-6

The incumbent plans, organizes, and carries through to completion analytical studies involving the substance of key agency programs. At this level the nature and scope of the issues are largely undefined and may be subjected to extraordinary public interest considerations.

The work typically involves efforts to develop and implement programs based on new or revised legislation requiring consideration of the immediate, sequential; and long-range effects, both

direct and in-direct, or proposed action on the public, other Government programs and/or private industry. The incumbent organizes and presents policy options and often is required to anticipate the direction of policy questions.

Factor 5 - Scope and Effect - Level 5-6

The purpose of the work is to perform very broad and extensive study assignments related to programs which are of significant interest to the public. Assignments may include the development and application of new hypotheses and concepts in the evaluation of complex policy questions.

The work provides the policymakers with authoritative information and analyses and provides a basis for decisions affecting major current and long-range policies and proposals that affect the activities and operation of Bonneville.

Factor 6 - Personal Contacts - Level 6-3

Personal contacts are with a variety of individuals both internal and external to Bonneville. Internal contacts include Bonneville top management officials as well as individuals throughout the organization. External contacts include management officials of other agencies, public/private utilities, congressional staff members, members of the media, etc. These contacts are unstructured and characterized by the need to establish parameters, etc.

Factor 7 - Purpose of Contacts - Level 7-4

Contacts are primarily to provide and present information regarding complex policy issues, participate in conferences, meetings, or presentations involving problems or public policy issues with great sensitivity or importance; to identify emerging issues, etc.

Factor 8 - Physical Demands - Level 8-1

The work is sedentary, although some slight physical effort may be required in stooping, kneeling, bending, etc.

Factor 9 - Work Environment - Level 9-1

The work is performed in an office setting with adequate heating, lighting, and air ventilation.

Other Significant Facts Pertaining To This Position Are:

- Due to the subject matter assigned to the employee, must be able to obtain and maintain a Non-Critical Sensitive, Moderate Risk, Tier 3 Investigation; requires the incumbent to possess a DOE "L" security clearance.
- Per DOE Order 326.1, this position is required to file a Confidential Financial Disclosure Report.
- Position may be subject to random selection for drug testing.

This PD is designated as Incumbent Only and will be abolished upon vacancy. This PD has been replaced by J08904 and no further personnel actions may be processed utilizing this job code

DOE F 3511.1a (6-94)
 (Formerly DOE F 3200.5)
 All Other Editions Are Obsolete
 EFG (07-90)

**U.S. DEPARTMENT OF ENERGY
 POSITION DESCRIPTION**

Electronic Form Approved
 by CGIR - 06/24/94

To be Completed by Personnel	1. POSITION NUMBER										2. ORGANIZATION CODE										3. ACTION (Circle Letter) A = ADD C = CHG D = DEL		
											T P P												

PART I - TO BE COMPLETED BY INITIATING OFFICE

4. ORGANIZATIONAL LOCATION OF POSITION						5. SENSITIVITY					
a. First Subdivision (Below DOE) Bonneville Power Administration						1 = Nonsensitive 2 = Noncritical Sensitive		3 = Critical Sensitive 4 = Special Sensitive			
b. Second Subdivision Transmission Services						6. FINANCIAL STATEMENT REQUIRED		7. COMPUTER POSITION		8. LEVEL OF ACCESS	
c. Third Subdivision Planning & Asset Management						<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				0	
d. Fourth Subdivision Transmission Planning						9. DUTY STATION Vancouver, WA					
e. Fifth Subdivision						10. EMPLOYING OFFICE LOCATION Portland, OR					
f. Sixth Subdivision											
11. ORGANIZATIONAL TITLE OF POSITION (40 Characters) (Complete only if different from recommended Classification Title)											
12. RECOMMENDED CLASSIFICATION (Optional)											

13. **Supervisory Certification.** I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed or Printed Name and Title of Immediate Supervisor Melvin Rodrigues, Supervisory Electrical Engineer				b. Typed or Printed Name/Title of Higher-Level Supervisor or Manager (Optional)			
Date (MM/DD/YY) 06/17/08				Signature			
(b) (6)				Date (MM/DD/YY)			

PART II - TO BE COMPLETED BY PERSONNEL OFFICE

14. Classification Certification. I certify that this position has been classified consistently with the most applicable standards published by the Office of Personnel Management.						Title <i>Supv. HRS</i>					
Signature (b) (6)						Date (MM/DD/YY) <i>7/5/08</i>					
15. RECERTIFICATION		Date (MM/DD/YY)		INITIALS		Date (MM/DD/YY)				Date (MM/DD/YY)	
a.				c.				e.			
b.		Date (MM/DD/YY)		d.		Date (MM/DD/YY)		f.		Date (MM/DD/YY)	
16. CLASSIFICATION TITLE OF POSITION (60 Characters) E l e c t r i c a l E n g i n e e r											
CLASSIFICATION TITLE OF POSITION (Continued)											
17. Pay Plan		18. Occ. Series Code			19. Grade		20. Occ. Series Modifier		21. Functional Class Code for Scientists and Engineers		22. Full Perf Level
G S		8 5 0			1 5		0 4		9 1		15
23. FLSA	24. PMRS and Labor Relations Code		25. Comp. Area		26. Comp. Level		27. Position Tenure		28. Agency Code		29. Agency Use
E	S						P				

PART III - REMARKS

J00805 PATCO: P EEOC: 1SOC: UE (S) BUS: 8888
 CLC: GS-0850-15-002

This is a TCP position.

PART 1 - POSITION DESCRIPTION FILE COPY
 PART 2 - OFFICIAL PERSONNEL FILE
 PART 3 - EMPLOYEE COPY

PART 4 - INITIATING OFFICE
 PART 5 - OCCUPATIONAL SERIES FILE

This PD is designated as Incumbent Only and will be abolished upon vacancy. This PD has been replaced by J08904 and no further personnel actions may be processed utilizing this job code

**Electrical Engineer
GS-850-15
J00805**

**Position Description
5/16/08
TPP**

Introduction

This position is located in Transmission Planning, Planning and Asset Management, Transmission Services Organization.

Transmission Planning (TPP) is responsible for Planning BPA's transmission system and for providing guidance to TBL's asset investment strategy. This includes developing plans-of-service for system modification and additions to meet transmission system needs for load service, maintaining adequate transfer capability, and interconnection requests for generation and transmission service. Assesses transmission system performance against reliability criteria and standards. Develops plan of service for local area and customer service requests. Develops and coordinates Project Requirement Diagram (PRD), supports risk assessment and conducts project strategy meeting. Develops a long range transmission expansion plan. Participates in industry groups such as North American Electric Reliability Council (NERC), Western Electricity Coordinating Council (WECC), Northwest Power Pool (NWPP), Electric Power Research Institute (EPRI) and Regional Transmission Organizations. Develops and validates models for loads, generators, PDCI, SVC and other control devices. Supports the Transmission Marketing and Sales organization through ATC calculations, conducting feasibility, impact and facility studies for interconnection requests and addressing other customer requests. Sponsors and supports Technology Innovation within the planning arena.

This position is covered by the Technical Career Path (TCP) Development and Staffing Program.

Major Duties

The position provides leadership and represents the Bonneville Power Administration (BPA) in planning, analyzing, and assessing transmission operation and planning issues on a Western Electricity Coordinating Council (WECC)-wide basis. The position serves as a technical expert and advisor performing work related to advanced stability control projects; establishing system frequency reserve requirements; transmission system reliability, performance, and transfer capabilities; and transmission system modeling.

The position also serves on interagency, national, and international committees as BPA's recognized authority in transmission system operation, planning, modeling, reliability and power system analysis and testing. Lead or participate as a technical expert in developing national and regional standards, policies and guidelines. Evaluates and makes recommendations concerning overall plans and proposals for major BPA and interagency projects and implementing national level guidance in DOE standards, guidelines, or policies for major programs. Provides expert engineering advice on Research and Development (R&D) projects

This PD is designated as Incumbent Only and will be abolished upon vacancy. This PD has been replaced by J08904 and no further personnel actions may be processed utilizing this job code

and coordinate with Office of Technology and Innovation, BPA Strategic Planning, Corporate Staff, and BPA and Transmission Services senior management.

This position requires a mastery (i.e., technical expert/authority) of professional electrical engineering concepts, methods, and theories associated with the power system operations, planning, modeling (i.e., stability and power flow), reliability, system protection, and high voltage direct current (HVDC) transmission, and power system testing of large regional (i.e., HVDC, large number of interconnected generation sources, load centers, etc.) high voltage (500-kV) interconnect power systems. Experience must include extensive testing, monitoring, analysis, simulation validation testing, and control system performance analysis of electrical transmission system(s) for a multi-state region, and experience in the establishment of planning standards.

The position requires expert knowledge of power system analysis tools, including power flow, transient stability and control system analysis as well as power system modeling and validation testing; WECC and National Energy Regulatory Commission (NERC) transmission reliability standards; engineering economics; and outage probability studies.

Leads development of Research and Development projects and provides recommendations for complex Main Grid, Intertie, Area Service, reactive addition, and resource integration for inclusion in the Transmission System Development Program based on analyses of power flow, voltage stability and transient stability studies.

Perform other related duties as assigned.

Factor 1 - Knowledge Required by the Position - Level 1-9

Position requires professional knowledge of the principles, practices, techniques, and underlying concepts of electrical engineering.

Serves as the internal expert to Bonneville top management officials participating in the formulation and articulation of an overall plan integrating the full range of issues associated with individual Bonneville programs. At this level assignments require development of new methods, approaches, and hypothesis in the planning, conducting, and evaluating extensive long-range programs and projects. This level requiring the demonstrated capability to apply broad knowledge of an administrative function and comprehensive knowledge of public issues or programs related to the incumbents' functional area of responsibility necessary to assist in the decision making process. Decision-makers at this level include: members of Congress, high-ranking officials, public interest groups, etc.

Factor 2 - Supervisory Controls - Level 2-5

Is responsible for the planning, coordination and accomplishment of projects with are provided in terms of broadly defined functions of the employing organization. The employee independently negotiates the scope and objectives of the study as well as identification of

This PD is designated as Incumbent Only and will be abolished upon vacancy. This PD has been replaced by J08904 and no further personnel actions may be processed utilizing this job code

resources required for completion.

The review of work is confined to compliance with broad agency policy and responsiveness to the needs of the senior level management.

Factor 3 - Guidelines - Level 3-5

Guidelines consist of basic policy statements concerning the issue or problem being studied and may include reference to pertinent legislative history, related court decisions, state and local laws, or policy initiatives of agency management.

The incumbent must exercise considerable judgment in interpreting and adapting existing precedents and in developing new or improved approaches to analyze, develop, and present authoritative information or analyses on controversial and regionally important subjects to persons with conflicting views. The methods and procedures developed often serve as precedents for other individuals.

Factor 4 - Complexity - Level 4-6

The incumbent plans, organizes, and carries through to completion analytical studies involving the substance of key agency programs. At this level the nature and scope of the issues are largely undefined and may be subjected to extraordinary public interest considerations.

The work typically involves efforts to develop and implement programs based on new or revised legislation requiring consideration of the immediate, sequential; and long-range effects, both direct and in-direct, or proposed action on the public, other Government programs and/or private industry. The incumbent organizes and presents policy options and often is required to anticipate the direction of policy questions.

Factor 5 - Scope and Effect - Level 5-6

The purpose of the work is to perform very broad and extensive study assignments related to programs which are of significant interest to the public. Assignments may include the development and application of new hypotheses and concepts in the evaluation of complex policy questions.

The work provides the policymakers with authoritative information and analyses and provides a basis for decisions affecting major current and long-range policies and proposals that affect the activities and operation of Bonneville.

Factor 6 - Personal Contacts - Level 6-4

Personal contacts include those Bonneville top management officials throughout the organization as well as members of national and international organizations. External contacts also include senior congressional staff members, etc. These contacts are characterized by conflicting viewpoints, differing opinions, etc.

This PD is designated as Incumbent Only and will be abolished upon vacancy. This PD has been replaced by J08904 and no further personnel actions may be processed utilizing this job code

Factor 7 - Purpose of Contacts - Level 7-4

Contacts are primarily to provide and present information regarding complex policy issues, participate in conferences, meetings, or presentations involving problems or public policy issues with great sensitivity or importance; to identify emerging issues, etc.

Factor 8 - Physical Demands - Level 8-1

The work is sedentary, although some slight physical effort may be required in stooping, kneeling, bending, etc.

Factor 9 - Work Environment - Level 9-1

Work is typically performed in an adequately lighted and climate controlled office. May require occasional travel.

This PD is designated as Incumbent Only and will be abolished upon vacancy. This PD has been replaced by J07976 and no further personnel actions may be processed utilizing this job code.

DOE F 3511 1a (6-94)
Formerly DOE F 3200 5

**U.S. DEPARTMENT OF ENERGY
POSITION DESCRIPTION**

To be Completed by Personnel	1 POSITION NUMBER	2 ORGANIZATION CODE	3 ACTION (Circle Letter) A = ADD C = CHG D = DEL
			T S E

PART I - TO BE COMPLETED BY INITIATING OFFICE

4. ORGANIZATIONAL LOCATION OF POSITION		5. SENSITIVITY	
a First Subdivision (Below DOE) Bonneville Power Administration		1 1 = Nonsensitive 2 = Noncritical Sensitive 3 = Critical Sensitive 4 = Special Sensitive	
b Second Subdivision Transmission Services		6 FINANCIAL STATEMENT REQUIRED	7 COMPUTER POSITION
c Third Subdivision Transmission Marketing & Sales		<input type="checkbox"/> Yes <input type="checkbox"/> No	8 LEVEL OF ACCESS
d Fourth Subdivision Transmission Sales			0
e Fifth Subdivision		9 DUTY STATION Vancouver, WA	
f Sixth Subdivision		10 EMPLOYING OFFICE LOCATION Portland, OR	

11. ORGANIZATIONAL TITLE OF POSITION (40 Characters) (Complete only if different from recommended Classification Title)

12. RECOMMENDED CLASSIFICATION (Optional)
Customer Account Executive, GS-1101-15

13. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed or Printed Name and Title of Immediate Supervisor David A. Fitzsimmons, Sales & Customer Service Manager	b. Typed or Printed Name/Title of Higher-Level Supervisor or Manager (Optional)
Signature	Signature
Date (MM/DD/YY) 04/13	Date (MM/DD/YY)

PART II - TO BE COMPLETED BY PERSONNEL OFFICE

14. Classification Certification. I certify that this position has been classified consistently with the most applicable standards published by the Office of Personnel Management.

Title
Supervisory HR Specialist

Date (MM/DD/YY)
04/04/13

15. RECERTIFICATION

Date (MM/DD/YY)	INITIALS	Date (MM/DD/YY)

16. CLASSIFICATION TITLE OF POSITION (80 Characters)
Customer Account Executive

CLASSIFICATION TITLE OF POSITION (Continued)

17. Pay Plan GS	18. Occ. Series Code 01101	19. Grade 15	20. Occ Series Modifier	21. Functional Class Code for Scientists and Engineers	22. Full Pay Lev 15
23. FLSA E	24. PWRS and Labor Relations Code 5	25. Comp Area	26. Comp Level	27. Position Tenure	28. Agency Code DNR2
29. Agency Use					

PART III - REMARKS

JC: J00807 BUS: 8888 SOC: TFE PATCO: A EEOC: 1

PART 1 - POSITION DESCRIPTION FILE COPY
PART 2 - OFFICIAL PERSONNEL FOLDER
PART 3 - EMPLOYEE COPY
PART 4 - INITIATING OFFICE COPY
PART 5 - OCCUPATIONAL SERIES FILE

This PD is designated as Incumbent Only and will be abolished upon vacancy. This PD has been replaced by J07976 and no further personnel actions may be processed utilizing this job code.

Customer Account Executive

GS-1101-15

Job Code J00807

Related Job Codes: [J01070 \(13\)](#), [J01420 \(14\)](#)

Position Description

8/2/04

TSE

Introduction

Transmission Marketing and Sales provides open access to the Federal Transmission System (FTS) consistent with transmission tariffs approved by Federal Energy Regulatory Commission (FERC) Open Access Transmission Tariff (OATT). This function manages the reservation and sale of all transmission services associated with the transmission tariff in a nondiscriminatory manner and provides margin management for TS including market intelligence, research, and analysis, which is used with other information to set cost and revenue targets. They provide ratemaking support; ensure customer transactions for products and services are accurate and reconciled and billing issues are resolved in a timely manner. This function serves as the primary revenue center for TS and is the advocate for customer service and satisfaction principles within TS. They ensure commercial compliance oversight and direction for all transmission commercial functions and are directed at the VP level. Staff functions include Commercial Compliance Specialist and Business Process Manager.

Transmission Sales leads the negotiation, development, and administration of long-term and short-term transmission services. Account Executives (AEs) are the point of contact for transmission customers and are responsible for managing customer accounts and facilitating resolution to customer transmission issues. They coordinate the communication outreach with customers and provide leadership on customer related issues.

The incumbent reports to the Sales and Customer Service Manager.

Duties

The Customer Account Executives are responsible for serving as principal representatives for Bonneville with assigned customers with responsibility for the overall management of the Bonneville/customer business relationship, revenues from the sale of products and services, and achieving customer satisfaction. The Customer Account Executives also foster ongoing two-way communication and fully represent Bonneville regarding the full-range of issues, policies, and objectives.

Achieves a comprehensive understanding of customer needs, market, operating, and financial conditions, competitive forces, alternative supply options, load characteristics, and other factors in order to establish and maintain a mutually beneficial and sustained business relationship with customers.

Proactively seeks business opportunities with customers in order to sell the full range of power, transmission and demand side management products and services.

Negotiates contracts with customers for the purchase of Bonneville products and services, including those related to certain special or "custom made" products and services.

Ensures that certain other customer requests for special or "custom made" products and services or proposed sales to Bonneville are addressed in an effective and expeditious manner.

Consistent with delegated authorities, executes contracts for products and services.

Is primarily responsible for the achievement of customer satisfaction, revenue, sales volume, and overall financial return objectives for assigned customers.

Coordinates the implementation and administration of Transmission and other contracts for the purpose of adherence to Bonneville and customer requirements.

In concert with Segment Managers, District Sales and Customer Service Manager, and other appropriate Bonneville personnel, develops individual account plans tailored to specific needs and conditions of the customer.

Anticipates customer needs and uses customer feedback and personal initiative to resolve customer problems and concerns necessary to achieving customer satisfaction regarding all aspects of Bonneville/customer transactions.

Interprets and applies Bonneville policies and procedures to a variety of routine and non-routine customer situations.

Facilitates the development of load forecasts, transmission facility needs, and preparation of plans of service.

Serves as the primary source of customer information to Bonneville executive management on all issues associated with customer related policies and product delivery.

Serves as a principal source of customer information to Segment Manager for development of customer segment strategies.

Monitors sales revenues from assigned customers to ensure sales targets are achieved.

Acquires support from all levels and activities within Bonneville to serve the customer needs across the full range of issues and resolve any problems associated with power, transmission and demand side management policy and product delivery.

Segment 1. Load following customers with NT transmission contracts, and Federal Agency customers

(product/contract type overrides Federal Agency designation; NT customer shift to Segment 4 if also a Slice customer)

Segment 2. Customers with reimbursable (including O&M) contracts, telecom, wireless, and fiber contracts, and customers with interconnection agreements, e.g., IPPs and other generators (once interconnection work has concluded and the customer requests transmission service/contract, then the customer shifts to the appropriate Segment, e.g., Segment 4 if PTP contract)

Segment 3. Extra-regional IOU and extra-regional public agency customers, all renewable customers without Slice or Block product/contracts, and Marketers (if marketer has transmission product/contract, then designation shifts to Segment 4)

Segment 4. In-region IOU, Slice, Block and DSI customers, and all PTP, FPT, and IR transmission customers (Segment 4 will be further assessed early during implementation and, as a result, may be divided into sub-segments and/or some customers shifted to Segment 3 to account for differences in marketing role or regional statutory conditions, e.g., residential exchange)

Factor 1 - Knowledge Required by the Position - Level 1-9

Serves as the internal expert to Bonneville top management officials participating in the formulation and articulation of an overall plan integrating the full range of issues associated with individual Bonneville programs. At this level assignments require development of new methods, approaches, and hypothesis in the planning, conducting, and evaluating extensive long-range programs and projects. This level requiring the demonstrated capability to apply broad knowledge of an administrative function and comprehensive knowledge of public issues or programs related to the incumbents' functional area of responsibility necessary to assist in the decision making process. Decision-makers at this level include: members of Congress, high-ranking officials, public interest groups, etc.

Factor 2 - Supervisory Controls - Level 2-5

Is responsible for the planning, coordination and accomplishment of projects with are provided in terms of broadly defined functions of the employing organization. The incumbent independently negotiates the scope and objectives of the study as well as identification of resources required for completion.

The review of work is confined to compliance with broad agency policy and responsiveness to the needs of the senior level management.

Factor 3 - Guidelines - Level 3-5

Guidelines consist of basic policy statements concerning the issue or problem being studied and may include reference to pertinent legislative history, related court decisions, state and local laws, or policy initiatives of agency management.

The incumbent must exercise considerable judgment in interpreting and adapting existing precedents and in developing new or improved approaches to analyze, develop, and present authoritative information or analyses on controversial and regionally important subjects to persons with conflicting views. The methods and procedures developed often serve as precedents for other individuals.

Factor 4 - Complexity - Level 4-6

The incumbent plans, organizes, and carries through to completion analytical studies involving the substance of key agency programs. At this level the nature and scope of the issues are largely undefined and may be subjected to extraordinary public interest considerations.

The work typically involves efforts to develop and implement programs based on new or revised legislation requiring consideration of the immediate, sequential; and long-range effects, both direct and indirect, or proposed action on the public, other Government programs and/or private industry. The incumbent organizes and presents policy options and often is required to anticipate the direction of policy questions.

Factor 5 - Scope and Effect - Level 5-6

The purpose of the work is to perform very broad and extensive study assignments related to programs, which are of significant interest to the public. Assignments may include the development and application of new hypotheses and concepts in the evaluation of complex policy questions.

The work provides the policymakers with authoritative information and analyses and provides a basis for decisions affecting major current and long-range policies and proposals that affect the activities and operation of Bonneville.

Factor 6 - Personal Contacts - Level 6-3

Personal contacts are with a variety of individuals both internal and external to Bonneville. Internal contacts include Bonneville top management officials as well as individuals throughout the organization. External contacts include management officials of other agencies, public/private utilities, congressional staff members, members of the media, etc. These contacts are unstructured and characterized by the need to establish parameters, etc.

Factor 7 - Purpose of Contacts - Level 7-4

Contacts are primarily to provide and present information regarding complex policy issues, participate in conferences, meetings, or presentations involving problems or public policy issues with great sensitivity or importance; to identify emerging issues, etc.

Factor 8 - Physical Demands - Level 8-1

The work is sedentary, although some slight physical effort may be required in stooping,

kneeling, bending, etc.

Factor 9 - Work Environment - Level 9-1

The work is performed in an office setting with adequate heating, lighting, and air ventilation.

Other Significant Factors:

1. This position is subject to FERC SOC non-discrimination rules and restrictions prohibiting disclosure of certain information to Transmission Function employees. Federal Energy Regulatory Commission (FERC) Standards of Conduct (SOC): The incumbent is required to have a working knowledge of the Federal Energy Regulatory Commission (FERC) Standards of Conduct (SOC) to ensure fair competition in the open access transmission market through compliance with its basic principles.
2. The FERC SOC basic principles require BPA's Transmission Function employees and its affiliated Power Merchant Function employees to function independently and abide by non-discriminatory information access and prohibited disclosure regulations for transmission-related information that is not equally available to all customers. In addition, the incumbent is required to complete BPA's mandatory SOC training.

This position is designated as Incumbent Only. Position will be abolished or restructured upon vacancy of the current incumbent and no further personnel actions may be processed utilizing this position. The Classification Conflict Resolution (CCR) process must be exhausted prior to re-establishment or re-description of the position.

Public Utilities Specialist

GS-1130-15

J05223

Related Job Codes: N/A

Position Description

TP

Position History:

*Incumbent-only Allocation
Realignment of position from
SR*

Introduction

This position is located in the Strategy Integration organization of Corporate Strategy, Bonneville Power Administration (BPA). Strategy Integration development, coordination, management of specific cross-agency strategic initiatives, consistent with BPA's mission and strategic objectives, in anticipation of or in response to developments affecting BPA and the electric power industry. It supports, through analysis and recommendations, the identification of such initiatives by senior BPA executives. It also manages BPA's engagement in the North American Energy Standards Board's establishment of standard business practices, coordinates BPA's response to national legislation affecting multiple business units, and develops and manages analytical tools to support this function.

The purpose of this position is to serve as the senior policy strategist and technical authority responsible for developing, guiding, coordinating, and managing specific, assigned cross-agency strategic initiatives for achieving BPA's strategic objectives. As the technical authority, the incumbent receives only administrative supervision and has been delegated full technical authority and responsibility for assigned programs or functions. The incumbent is responsible for defining objectives; interpreting policies promulgated by authorities which are senior to the immediate supervisor and determining their effect on program needs; independently planning, designing, and carrying out the work to be done; and providing authoritative advice and guidance to agency officials responsible for broad program operations within the area of expertise.

Major Duties

- Serves as a senior policy strategist and technical authority responsible for developing, guiding, coordinating, and managing specific cross-agency strategic initiatives for achieving BPA's strategic objectives.
- Strategy. Provides leadership and direction to the development and implementation of BPA-wide goals and strategy related to assigned programs and policy issues. Assures the integration of that strategy with BPA's overall strategic plan and priorities. Guides and participates in implementation and navigation of the BPA's position and actions relative to different strategic initiatives, including pricing and market initiatives.
- Framework. Provides leadership and direction to the development and implementation of a BPA-wide framework for addressing assigned strategic initiatives, including the development and implementation of BPA policies. Identifies and drives changes to BPA policy, practices, systems and processes in order to accomplish objectives. Confirms

existing and identifies new responsibilities within BPA as needed for achieving objectives.

- **Studies/Analyses.** Oversees and guides the identification of issues important to strategy development and the analyses required to understand those issues. Integrates the results of analyses, including quantitative analysis often performed by others, into the evaluation of options and the support for strategy recommendations, including solutions to key issues. These studies and analyses require analysis of interrelated issues of importance to system operations, BPA financial condition, key stakeholder support, internal implementability, and consistency with other mission-oriented programs. Develops detailed strategies and policies for the long-range implementation and administration of BPA initiatives and criteria for evaluating the effectiveness of those initiatives. Oversees and guides the development of data which will be needed for implementation and effectiveness measurement.
- **Program Management.** Plans, coordinates and provides program management services for specific cross-agency strategic initiatives. Defines the scope of programs, requirements, and deliverables; develops, modifies, or provides input to program plans; and organizes and leads program execution to meet objectives. Coordinates and integrates program activities. Manages program resources. Monitors activities to mitigate risk; implements quality assurance processes; and makes improvements, solves problems, or takes corrective action when problems arise. Gives presentations or briefings on all aspects of projects to stakeholder groups. Participates in phase, milestone, and final program reviews. Identifies program documentation requirements or procedures. Sets and adjusts short-term priorities and prepare schedules for completion of work.
- **Technical Expert.** Serves as the recognized technical expert and spokesperson on assigned cross-agency strategic initiatives and related matters. Provides authoritative advice, counsel, and guidance to BPA senior executives on all aspects of those programs. Develops authoritative policy interpretations in collaboration with other internal experts. Provides leadership and insight on the implications for BPA of the external economic, public policy, and technical environment related to assigned programs and other related matters.
- **Representation.** Acts as spokesperson for programs managed, and serves as liaison with other activities to ensure consistency of interpretation and implementation of the strategies developed. Coordinates assignments with experts in other disciplines or specialists in other subject-matter areas. Represents the organization and the BPA in conferences and meetings with other agencies; national, State and local authorities; utility and other consortium bodies; private industry and public groups in efforts to obtain all viewpoints regarding proposed strategies, policies, or issues and to assure concerted action by all parties involved. Communicates or negotiates BPA's position relative to assigned programs. Establishes necessary external forums to manage issues specific to BPA's interests. Leads or participates as a technical expert in interagency and intra-agency committees and working groups for resolving critical problems related to issues requiring innovative solutions. Evaluates and makes recommendations concerning

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overall plans and proposals for major BPA, DOE, and interagency projects and implementing national level guidance on assigned programs. Coordinates requirements for plans with other BPA organizations, and tracks industry issues related to assigned programs. Participates in industry conferences and other events on issues related to assigned programs.

- Cross-Organizational Team Leadership. Leads identified teams that typically consist of representatives from other BPA organizations. Performs a range of coordinating and supportive tasks, utilizing a variety of coordinating, coaching, facilitating, consensus-building and planning techniques in the selection and application of appropriate problem solving methods and techniques. Facilitates the work of these cross-functional teams to assure the work is carried out and is accountable for outcomes and results, e.g., timely delivery of quality work products and services produced by the team. Communicates assignments, projects, problems to be solved, actionable events, milestones, and/or issues under review and deadlines and time frames for completion. Coordinates with stakeholders on the team to provide problem-solving alternatives resulting in meeting milestones and deadlines for completion of assignments, projects, and task. Provides advice and assists the team in identifying the parameters of a viable solution.
- Reports. Prepares or directs the preparation of periodic, BPA-wide reports on programs managed and other issues. Assures required information and reports are provided as required. Interfaces with management and internal and external organizations for reporting and responding to requests for information related to BPA's programs managed.
- Evaluation and improvement. Evaluates the impact of BPA actions and policies against objectives; continually monitors the agency's effectiveness and new external initiatives in order to adjust direction of actions and policies.

Factor 1 - Knowledge Required by the Position - Level 1-9

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POSITION DESCRIPTION (Please Read Instructions on the Back)

2. Reason for Submission <input checked="" type="checkbox"/> Redescription <input type="checkbox"/> New <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other				3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field		4. Employing Office Location Portland, OR		5. Duty Station Portland, OR/Various, US		1. Agency Position No. J06416	
Explanation (Show any positions replaced) Replaces: J02538, J02615, J00285, J03055, J02471, J00545				7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input checked="" type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		6. OPM Certification No.	
				10. Position Status <input type="checkbox"/> Competitive <input checked="" type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1--Non-Sensitive <input type="checkbox"/> 3--Critical <input type="checkbox"/> 2--Noncritical Sensitive <input type="checkbox"/> 4--Special Sensitive		13. Competitive Level Code GS-0905-15A	
										14. Agency Use LG/LN/LP/LT	

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment	Attorney-Adviser (General)	GS	0905	15		
c. Second Level Review						
d. First Level Review						
e. Recommended by Supervisor or Initiating Office	Attorney-Adviser (General)	GS	0905	15		

16. Organizational Title of Position (if different from official title) _____ 17. Name of Employee (if vacant, specify) _____

18. Department, Agency, or Establishment Department of Energy		c. Third Subdivision General/Natural Resources/Power/Transmission	
a. First Subdivision Bonneville Power Administration		d. Fourth Subdivision	
b. Second Subdivision Office of General Counsel		e. Fifth Subdivision	
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.		Signature of Employee (optional)	

20. **Supervisory Certification.** I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor
Mary E. Jensen, Executive VP and General Counsel

b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)

Signature	Date	Signature	Date
(b) (6)	11/16/15		

21. **Classification/Job Grading Certification.** I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position
US OPM PCS, General Attorney Series, GS-0905 TS-18 May 1974, TS-77 December 1968 TS-29 August 1960, TS-24 October 1959

Typed Name and Title of Official Taking Action
Leticia Arceneaux, HR Specialist (Classification)

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier	MARINA RODRIGUEZ									

24. Remarks
Job Code: J06416 PATCO: P EEOC: 2 BUS: 8888 SOC: UE PMRS: 8 FPL: 15 Functional Code: N/A

Cyber Sec: 000 DT: NO, AT: NO

25. Description of Major Duties and Responsibilities (See Attached)

Attorney-Adviser (General)
GS-905-15
Job Code: J06416
Related Job Codes: N/A

Position Description
LG/LN/LP/LT
Position History:
Replaces J02538; J02615;
J00285; J03055; J02471;
J00545

Introduction

This position is located in the Office of General Counsel (L), Bonneville Power Administration (BPA). The General Counsel provides legal expertise supporting BPA programs through legal advice and representation in the areas of transmission, natural resources, power, lands, federal resources and treaties, generation and finance, personnel, and ratemaking.

This position describes the highest level of technical expertise demanded within BPA to provide the Administrator/Chief Executive Officer (CEO), Vice Presidents and senior staff throughout BPA with legal advice and representation including risk assessment, negotiation, alternative dispute resolution, and litigation before the federal courts and administrative and regulatory proceedings. The incumbent is a senior attorney directly accountable to the BPA General Counsel and is assigned to one of the Assistant General Counsels in General Law (LG), Natural Resources (LN), Power (LP) or Transmission (LT) for administrative purposes only. The employee receives no technical supervision regarding advisory services or litigation strategy and execution, and has full and final technical authority within the assigned areas of expertise. Work assignments are generated primarily by BPA's Administrator, Deputy Administrator, Chief Operating Officer, and other Vice Presidents and program managers at the highest executive levels within BPA.

Major Duties

25% Serves as senior principal attorney within the assigned subject matter or functional area with responsibility for advising on and representing BPA on the full range of diverse and complex legal issues originating at BPA or at the Department level. Anticipates legal issues and advises on and litigates the most highly complex and significant issues and cases in the assigned program areas. Legal advisories involve unusual legal or factual complexity, significant policy questions, or substantial sums of money, ranging from millions to billions of dollars.

Analyzes proposed legislation advising the Administrator, the General Counsel, and other top administrative officials, including Department executives, on how the proposed legislation could affect BPA. Drafts agency comments to be submitted to Congress and the Office of Management and Budget. If the legislation passes, the senior attorney develops and recommends policies and procedures implementing the new or amended legislation.

25% Advises the Administrator on questions of law or administrative policy involving Bonneville's organic statutes and other relevant statutes and regulations. Reviews proposed policies, procedures and guidance to determine whether they are consistent with the law, and are administratively feasible, practical and economically consistent with sound business principles. Participates in regional and national industry discussions and projects and develops strategic business and financial guidance within the incumbent's subject areas. Researches and analyzes special projects assigned by the Administrator, senior executives, and the General Counsel, prepares related memoranda, briefs or other documents to communicate findings and recommendations. Cultivates and builds effective professional relationships with external parties and other decision makers within the region.

25% Represents BPA in all aspects of litigation in federal courts involving challenges to the subject matter or functional area. Exercises full authority delegated by the Department of Justice (DOJ) to serve as Special Assistant United States Attorney (SAUSA) to litigate cases on behalf of

the government and/or plans and prepares the government's strategy, legal motions, evidence, witness testimony, and case requirements. Prepares and conducts litigation at both the trial and appellate levels on complex or unique issues arising out of Bonneville's activities. The senior attorney is responsible for presenting the case including drafting a response to the complaint, drafting and collecting responses to discovery, preparing witnesses, taking depositions, conducting direct and cross-examination, and preparing or reviewing drafts of motions and briefs. Prepares the litigation report for DOJ recommending action in the suit. In appellate cases (9th Circuit Court of Appeals), the senior attorney is responsible for developing and compiling the Official Record for review, preparing and reviewing drafts of motions and briefs, preparing exhibits and declarations, and assisting or presenting BPA's case. In some cases, the appeal must be developed without benefit of a lower level tribunal record, and in many instances, the case will involve multiple parties represented by recognized, skilled, and highly paid legal practitioners. Often, the senior attorney will lead a Bonneville legal team.

25% Represents BPA in hearings before administrative tribunals involving complex, highly technical issues that require the assistance of other attorneys and the use of experts and consultants that are nationally recognized in their field. Conducts complicated settlement negotiations and advises the Administrator and other executives on settlements that have long-term impacts on BPA and the industry, and may involve issues seldom litigated, are highly controversial, or may involve substantial sums of money.

Negotiates complex contractual arrangements with representatives of large, multi-national businesses; BPA customers, which include large sophisticated utilities represented by nationally recognized firms; large, national public interest groups; and tribal, state, local or foreign governments. The senior attorney drafts the contracts or other legal documents required to memorialize the agreement.

Leads, mentors and coaches lower-graded attorneys and paralegals in all aspects of the assigned subject matter or functional area. Provides guidance in complex matters where often there is no precedent or where the issue is one of first impression.

Performs other duties as assigned.

Classification Criteria

Factor 1, Nature of the case or legal problem Type III

The cases or controversies handled by the senior attorney often involve significant amounts of money (millions or billions of dollars) and present highly sensitive legal issues of widespread impact upon the regional and national electric industry, the residents and rate payers of the Pacific Northwest, the U.S. relations with Canada under the Columbia River Treaty, States' and Tribes' interests with respect to environmental and other types of litigation affecting their financial and cultural interests, the property and financial interests of landowners affected by BPA activities, and upon the scope of BPA's authorities regarding rate setting and compliance with Federal Energy Regulatory Commission (FERC) requirements. Cases are normally of considerable interest to some combination of (1) the Department of Energy, including other Power Marketing Administrations (2) the Congressional Delegation, (3) the electrical utility industry (both public and private, regional and national), (4) special interest groups, including national environmental organizations and advocacy-focused renewable energy organizations, (5) BPA customers, (6) other governmental entities, including states, tribes and international governments, or (7) individuals with significant financial interests. Because of the significant economic, political, social, technical or legal outcomes of the cases or controversies, they are often vigorously contested by capable globally and nationally-recognized law firms, sometimes

with extremely specialized and knowledgeable legal counsel (e.g., 9th Circuit Court of Appeals Counsel) and generally involving firms with access to significant resources.

Assignments are characterized by extremely complex or difficult legal cases or controversies where a significant number of these cases or controversies have no clear legal precedents, conflicting precedents, or may be issues of first impression. Work involves highly technical and possibly controversial electrical engineering, biological science, economic theories, marketing practices, and finance or legal considerations. They require development and articulation of new methods, approaches, and hypotheses in the planning, conducting, and evaluation of legal strategies, including long-range strategies and legal risk decision trees. Often the senior attorney must assemble and lead a legal team, including paralegals, law clerks, and administrative staff to work on and present cases and issues normally presented in federal or State courts by the U.S. Attorney on behalf of the federal government. Assignments require extensive research and analysis, and require expert information in the areas of electrical engineering, biological science, economic theories, or marketing and finance. Often subject matter experts are consulted and added to the legal team to resolve the cases and controversies as either a consulting expert or as a testifying expert.

Factor 2, Level of responsibility Level E

The senior attorney is the principal attorney advising the Administrator and other executive managers on interpretation, applicability, and changes to laws and regulations within the incumbent's subject matter expertise or functional area, e.g., contracts, claims, legal instruments, State, local, national, or foreign matters. The senior attorney recommends policies and procedures implementing new or amended legislation. The senior attorney is also responsible for the conduct of litigation in federal courts on behalf of BPA, a responsibility normally carried out at Department level or by the U.S. Attorney's office. The senior attorney is also the principal attorney representing BPA in cases before administrative tribunals involving challenges to the assigned subject matter or functional area.

The senior attorney is assigned to one of four Assistant General Counsel positions for purposes of administrative supervision only. The senior attorney is directly accountable to the Administrator and the General Counsel, receiving no technical supervision or oversight from the reporting official. Recommendations and decisions are considered final and technically authoritative, and the senior attorney has full and final responsibility for legal recommendations, strategies, and cases in the assigned subject matter or functional area. The Administrator may review the senior attorney's recommendations in light of potential impact upon political issues, but does not make changes to the senior attorney's legal analysis, conclusions, recommendations or strategies.

A summary of the level of responsibility exercised by the senior attorney in each of the General Counsel's program areas follows.

General (LG) senior attorney: BPA's procurement attorneys act in a manner equivalent to those at DOE HQ. The Bonneville Project Act together with the Federal Columbia River Transmission System Act of 1974, and the Pacific Northwest Electric Power Planning and Conservation Act grants broad, independent contracting authority to the BPA Administrator for the "business-like" acquisition of supplies and services. Additionally, BPA is exempt from the Federal Property and Administrative Services Act of 1949, and thus is not subject the Federal Acquisition Regulations but instead has its own Bonneville Purchasing Instructions (BPI) that guide BPA's acquisitions. BPA's Supply Chain organization spends over \$1 billion annually via the policies issued and administered by the Head of Contract Activity (HCA). The senior LG attorney advises the HCA on all matters related to procurement policy, including drafting, reviewing, and revising proposed policy (BPI). The incumbent is responsible for advising the HCA on pending legislation, laws, regulations, and court opinions impacting BPA's procurement functions. The senior LG

attorney also represents BPA on contract claims before the U.S. Civilian Board of Contract Appeals. All of this work is performed without the oversight of DOE HQ attorneys.

BPA's finance senior attorney provides unique service, distinct from any attorneys at DOE HQ. BPA has special authorization to back non-federal debt issued by Energy Northwest and secured by BPA's financial commitments under Net Billing Agreements with Energy Northwest. Authorization for this program was provided in part under the: (i) Public Works for Water, Pollution Control, and Power Development and Atomic Energy Commission Appropriation Act of 1970, Pub. L. No. 91-144, 83 Stat. 333, and (ii) Public Works for Water, Pollution Control, and Power Development and Atomic Energy Commission Appropriation Act of 1971, Pub. L. No. 91-439, 84 Stat. 899. There are no equivalent provisions for DOE HQ attorneys since DOE HQ does not issue bonds. In addition, the senior attorney is responsible for federally Tax-Exempt Financings and re-fundings of Resource Acquisition bonds under special federal laws applicable to BPA (Section 9(f) of the Northwest Power Act). Additionally, BPA has special authorization to enter agreements that back debt issued by nonfederal parties through the acquisition of conservation and generating resources under Section 6 of the Pacific Northwest Electric Power Planning and Conservation Act (Northwest Power Act, 6(a), 94 Stat. 2717). The LG senior attorney also works on the lease-purchases of transmission facilities under Section 838i(b)(5) of the Transmission System Act (Transmission System Act, 11(b)(5), 88 Stat. 1379). This authority enables BPA to enter into commitments that secure the payment of non-federal bonds and to obtain the use of transmission facilities for BPA's Federal Transmission System. Currently, over \$1.5 billion of transmission facilities are currently being lease-purchased.

The LG senior attorney performs a function similar to counterparts at DOE HQ by representing BPA before the MSPB, EEOC and OSC on employment matters without any supervision by DOE HQ. As such, the senior attorney has the same level of responsibility as the employment attorneys at DOE HQ.

The LG senior attorney performs a function similar to counterparts at DOE HQ related to the review and examination of issues involving the Freedom of Information Act (FOIA). This includes representing BPA before the FOIA appeals office.

The LG senior attorney advises BPA on the governmental ethics issues and related educational program. This includes advising on the legal requirements under 5 C.F.R. parts 2634, 2635, 2636, 2638, 2640, and 2641. This also includes assisting BPA senior executives in identifying, preventing and resolving conflicts of interest under criminal statutes (18 U.S.C. §§ 201-209), and regulatory Standards of Conduct (Executive Orders 12674, 12731, and 5 C.F.R Part 2635); Assists BPA executives in identifying, preventing and resolving conflicts of interest under criminal statutes (18 USC Sections 201-109), and regulatory Standards of Conduct (Executive Orders 12674, 12731, and 5 C.F.R Part 2635);

Natural Resources (LN) senior attorney: The senior attorney requires an in-depth knowledge of natural resources law and policy with its roots in traditional property law, and its development into specific statutes and their corresponding regulations. The senior LN attorney advises on a combination of basic property law, the Northwest Power Act, including the Council's Fish and Wildlife Program and federal environmental laws. Basic property law includes common law interests such as easements and negative covenants; the Uniform Relocation Assistance and Real Property Acquisition Policies Act; the Department of Justice's Title Standards; the Appraisal Institute's Uniform Appraisal for Federal Land Acquisitions; and State property laws in Bonneville's service territory. The environmental statutes and corresponding regulations include, but are not limited to the Endangered Species Act; the Clean Water and Clean Air Acts; the Migratory Bird Act; the Fish and Wildlife Coordination Act; Hazardous and Solid Waste Programs, including the Comprehensive Environmental Response, Compensation and Liability Act and the Resource Conservation and Recovery Act; Toxic Substance and Pesticides Acts, including the Superfund Act as well as the Columbia Scenic Gorge Act. In addition, the LN senior attorney has a working knowledge of tribal Trust and Treaty law.

The senior LN attorney performs departmental level reviews for the National Environmental Policy Act and for the Endangered Species Act. The LN senior attorney represents the agency and works directly with the Department of Justice in environmental litigation, as well as proposes legislation or comments for other agencies' rulemaking related to environmental law and federal real property. The senior attorney works directly with senior level policy and legal members of other federal agencies, such as the Corps of Engineers, the Bureau of Reclamation, as well as coordinates with the Administration, e.g., the White House Council on Environmental Quality. The senior attorney advises on the Columbia River Treaty administration and review, and works directly with the attorneys in Department of State regarding BPA's role and recommendations in the administration of the Treaty. The senior LN attorney frequently is involved in government-level negotiations involving other sovereigns in the area of Indian treaty rights and other agreements with the Tribes. Frequently, the senior attorney meets with Tribal Council members. The senior LN attorney also interacts with the NW Power Planning Council, a quasi-government agency whose members are appointed by the States. These interactions include making presentations, filing briefs in support of litigation, negotiating litigation settlements, and submitting comments. Frequently, the senior LN attorney files the briefs and conducts oral argument on environmental topics before the 9th Circuit.

Power (LP) senior attorney: BPA is the delegated marketer of federal power generated by the FCRPS, and other resources acquired by BPA to meet its power marketing obligations. The senior LP attorney requires in-depth knowledge of BPA's power marketing statutory authorities and policies; in-depth knowledge of BPA's power ratemaking authorities and policies; in-depth knowledge of BPA's utility, direct service and federal agency power sales contracting authorities and policies; working knowledge of power rate cases under the Northwest Power Act; in-depth knowledge of BPA authorities and policies regarding bulk power market sales both within and without the PNW; working knowledge of wholesale market level and state retail market level initiatives and their effect on BPA's power marketing at the wholesale level, including state RPS initiatives, state clean energy and cap and trade rules, developing organized markets, etc.; and working knowledge of the operation of BPA's hydro-thermal system. The senior LP attorney requires knowledge of BPA's open access transmission tariff and decisions by the Federal Energy Regulatory Commission. The senior LP attorney also interacts with the NW Power Planning Council, a quasi-government agency whose members are appointed by the States. These interactions include making presentations, filing briefs in support of their litigation and submitting comments. Frequently, LP attorneys file the briefs and conduct oral argument on power marketing topics before the 9th Circuit, the Federal Energy Regulatory Commission, and other adjudicative forums.

Transmission (LT) senior attorney: The senior attorney for Transmission requires in-depth knowledge of Bonneville's transmission sales and power marketing statutory authorities, including but not limited to the Transmission System Act of 1974 and the Northwest Power Act. The senior Transmission attorney requires in-depth knowledge of BPA's transmission rate making authorities and policies, BPA's open access transmission tariff, legacy transmission contracts, and other transmission service and non-federal generator interconnection related agreements. In addition, the senior transmission attorney must have in-depth knowledge of regulation by the Federal Energy Regulatory Commission with respect to BPA rates, transmission and interconnection services, and mandatory regional and national transmission reliability standards. The senior Transmission attorney gives advice with regard to participation in and issues arising out of participation in existing and potential future markets, regional transmission planning and reliability organizations, including Northern Grid, Western Electricity Coordinating Council, North American Energy Standards Board and other regional and national industry organizations. The senior Transmission attorney advises on the legal aspects of operating BPA's Open Access Same Time Information System and the processing of transmission and generator interconnection requests in queue. The senior attorney also negotiates agreements for the interconnection of wind, solar, and other generators to BPA's transmission system, and prepares business practices to implement BPA's open access transmission tariff. The senior Transmission attorney also works with local

U.S. Attorney offices and the Department of Justice in litigation arising out of BPA's activities, and makes appearances before quasi-judicial bodies and in federal and State courts of law on behalf of BPA as a Special Assistant United States Attorney when issues are complex or unique as determined by the BPA and the Department of Justice.

Like Department level attorneys, the BPA senior Transmission attorney analyzes proposed federal and State legislation potentially affecting BPA and advises senior management, including the Administrator, the BPA General Counsel and other top administrative officials of matters contained in proposed legislation that may affect BPA's ability to carry out its mission. The senior Transmission attorneys also tracks and advises on legal issues with respect to many diverse and complex regulatory issues under the Federal Power Act as well as issues related to State regulatory proceedings bearing on electricity industry restructuring.

Other significant facts pertaining to this position:

Employee must submit a financial disclosure agreement.

CLASSIFICATION SUMMARY:

CLASSIFICATION STANDARD(S) USED: (1) US OPM PCS for General Attorney Series, GS-0905 TS-18 May 1974, TS-77 December 1968 TS-29 August 1960, TS-24 October 1959.

FACTOR LEVELS ASSIGNED

Factor 1, Nature of the case or legal problem: Type III

Factor 2, Level of Responsibility: Level E

Final Grade: GS-15

FINAL CLASSIFICATION: Attorney Adviser (General), GS-0905-15

POSITION DESCRIPTION (Please Read Instructions on the Back)							1. Agency Position No. J09265			
2. Reason for Submission <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other		3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field		4. Employing Office Location Portland, OR		5. Duty Station Various, US		6. OPM Certification No.		
Explanation (Show any positions replaced) Incumbent-only allocation; Impact of Person				7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input checked="" type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
				10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive		13. Competitive Level Code GS-0810-15-003
15. Classified/Graded by		Official Title of Position			Pay Plan	Occupational Code	Grade	Initials	Date	
a. Office of Personnel Management										
b. Department, Agency or Establishment		Interdisciplinary Engineer: Civil; Electrical; Electronics; Mechanical			GS	0810/30/50/55	15			
c. Second Level Review										
d. First Level Review										
e. Recommended by Supervisor or Initiating Office		Interdisciplinary Engineer: Civil; Electrical; Electronic; Mechanical			GS	0810/30/50/55	15			
16. Organizational Title of Position (if different from official title)					17. Name of Employee (if vacant, specify)					
18. Department, Agency, or Establishment Department of Energy					c. Third Subdivision Transmission Engineering & Technical Services (TE)					
a. First Subdivision Bonneville Power Administration					d. Fourth Subdivision					
b. Second Subdivision Transmission Services (T)					e. Fifth Subdivision					
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.					Signature of Employee (optional)					
20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that					this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.					
a. Typed Name and Title of Immediate Supervisor Michael Miller, Vice President, Engineering and Technical Services					b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)					
Signature Mike P. Miller Digitally signed by Mike P. Miller Date: 2024.06.21 06:39:43 -07'00'					Signature Date					
21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.					22. Position Classification Standards Used in Classifying/Grading Position OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008					
Typed Name and Title of Official Taking Action Jonathan Makela, HR Specialist (Classification)					Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.					
Signature JONATHAN MAKELA Digitally signed by JONATHAN MAKELA Date: 2024.06.21 08:43:26 -07'00'					Signature Date					
23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier										
24. Remarks Job Codes: J09265 (810) EEOC: 2 PATCO: P BUS: 8888 SOC: UE PMRS: 5 FPL: 15 Functional Code: 91 Cybersec Code: 000 DT/AT:No PM: 1 Related Job Code(s): J09266 (830); J09267(850); J09268 (0855)										
25. Description of Major Duties and Responsibilities (See Attached)										

Instructions for Completing Optional Form 8

POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

- *1. Enter position number used by the agency for control purposes. See FPM Chapter 312, Subchapter 3.
- *2. Check one.
 - "Redescription" means the duties and/or responsibilities of an existing position are being changed.
 - "New" means the position has not previously existed.
 - "Reestablishment" means the position previously existed, but had been cancelled.
 - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
 - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
- 3. Check one.
- *4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- *5. Enter geographical location if different from that of #4.
- 6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- *7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
- 8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
- 9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
- 10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
- 11. Check one.
 - A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
 - A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.
- 12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.
- 13. Enter competitive level code for use in reduction-in-force actions. See FPM Chapter 351.
- 14. Agencies may use this block for any additional coding requirement.
- *15. Enter classification/job grading action.
 - For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
 - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
 - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. **For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)."** The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
- 16. Enter the organizational, functional, or working title if it differs from the official title.
- 17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- *18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
- 19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- *20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- *21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
- 22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
- 23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
- 24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- *25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

**Interdisciplinary: Civil Engineer; Mechanical Engineer;
Electrical Engineer; Electronics Engineer
GS-0810/0830/0850/0855-15**

Job Codes:

J09265 (0810)

J09266 (0830)

J09267 (0850)

J09268 (0855)

Position Description

TE

Position History:

New

Introduction:

This position is located in the Transmission Services (T) organization within the Bonneville Power Administration (BPA).

This position serves as the Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation and is responsible for leading the development and execution of a multi-year Transmission Engineering-wide effort to transform BPA's engineering design practices. The Director of PCM & SCM Transformation provides leadership required to improve Transmission Engineering's design practices and the overall capability to execute Transmission capital projects. The incumbent provides strategic direction and expert leadership for Transmission Services to create lean business processes, improve engineering design information quality to facilitate condition, performance, risks, and costs evaluations of transmission design. The Director is responsible for developing and coordinating Transmission's Engineering design information systems strategy and roadmap to provide required functionality while striving to consolidate and optimize related support and cost.

Major Duties:

40% PCM & SCM Operating Model Business Policy & Process Transformation

- Formulate, integrate, and comprehensive, multi-year PCM & SCM strategies, policies, and processes.
- Designs and implements integrated framework to identify, evaluate, and implement Transmission Engineering business policies, practices and processes.
- Leads planning and collaboration activities with Transmission Engineering business units to drive business practice and process development and implementation.
- Develops and executes business process integration plans to drive Transmission Engineering alignment and accountability with clear roles and responsibilities, including enhancing integration with PPM Mod, SAALSA, Capital Acquisition Processes, Capital targets, and other cross-Transformation initiatives and programs.
- Plans and leads Transmission Engineering design policy, technology, and business process requirements analysis across Transmission Engineering.
- Plan, lead, and manage restructuring and expansion of PCM and SCM program elements, including organizational structure and team composition.
- Plan, lead, and execute comprehensive PCM and SCM programmatic reviews and evaluations to identify, develop, and implement operational and systems enhancements.

30% Information Technology Systems, Strategy & Initiatives

- Determines Transmission Engineering strategy and approaches to lead Transmission Engineering design information systems maturation and optimization.
- Formulates design engineering policy and governance strategies, plans, and processes.
- Plans and executes multi-year initiatives to align and streamline Transmission Engineering design information systems plans, systems, and business processes.
- Leads and drives engineering design systems planning and project prioritization.
- Plans and leads initiatives to specify, select, and integrate engineering design Information systems and solutions consolidation.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

30% Engineering Design Information (Data) Strategy & Initiatives

- Formulates and leads implementation of engineering design strategies and plans aligned with Transmission Engineering business objectives to improve the accuracy, completeness and access to design data.
- Designs and leads the execution of plans and projects to establish and implement an engineering design program in Transmission Engineering to identify and resolve the data needs, gaps and informs consolidation efforts.
- Lead the formalization of establish sources of records, data mapping, and data management processes and procedures with appropriate and governance to create a single engineering repository for design data.

Perms other duties, as assigned.

Classification Criteria:

Factor 1 - Knowledge Required by the Position

Level 1-8

1550 Points

Mastery of, and ability to interpret and apply, a wide range of concepts, laws, policies, principles, regulations, precedents, and practices applicable to the Transmission Engineering design program; of Transmission Engineering strategic business plans, operational requirements, engineering design strategies of the major business plans, issues, program goals and objectives, work processes; and of Transmission Engineering administrative operations sufficient to design and implement engineering design strategies, policies, processes, systems, functions, and plans and to serve as a recognized technical expert on engineering design, providing authoritative advice, counsel, and guidance to BPA managers on its implementation within BPA.

Mastery of, and ability to interpret and apply, a wide range of concepts, laws, policies, principles, regulations, precedents, and practices applicable to business management, including integrated financial, risk, strategic, and engineering decision-making; investment and budget planning; performance management; Supply Chain management and project management sufficient to ensure the coordination of an integral strategy and approach to the assessment and implementation of the Transmission Engineering design program, processes, systems, and projects and their potential impact on the success of Transmission Engineering's mission.

Comprehensive knowledge of, and skill in applying, project management principles, methods, and practices including capital planning and investment assessment; contracting/procurement; cost-benefit analysis; financial management; planning and evaluating; developing, scheduling, coordinating, and managing projects and resources, including monitoring and inspecting costs, work, and contractor performance; quality assurance; requirements analysis and risk management sufficient to directly manage projects in support of BPA's mission.

Mastery of and ability to interpret and apply the principles and concepts of process design and management to study and evaluate current processes, design new or adapt existing processes, and provide management advice on process development and implementation within the Transmission Engineering design functions.

Mastery of and skill in the application of a wide range of qualitative and/or quantitative methods for assessment and improvement of complex Transmission Engineering design programs, functions, and processes.

Mastery of, and skill in, applying, business process engineering concepts and methods sufficient to lead/conduct studies designed to identify potential improvements in Transmission Engineering design business processes and systems.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

Mastery of, and skill in applying, analytical and evaluative techniques sufficient to identify and resolve complex issues or problems, to identify alternative courses of action, modify standard procedures to satisfy specialized requirements, and solve a variety of problems, including those requiring significant departures from previous approaches.

Knowledge of engineering design legislative/regulatory frameworks, e.g., NERC, FERC, data governance structures/frameworks to plan, lead, and execute Transmission Engineering design projects and initiatives.

Skill in effective communication, both verbally and in writing, to develop and deliver briefings, project papers, status/staff reports, and correspondence in order to foster understanding and acceptance of findings and recommendations and present, explain, and defend controversial policies and to persuade BPA program managers and other decision making officials with widely differing goals and interests to follow a recommended course of action consistent with established policies, objectives, and regulations.

Ability to apply consensus building, negotiating, coalition building, and conflict resolution techniques sufficient to establish and maintain effective relationships and to interact appropriately in highly charged emotional situations for the purpose of influencing managers or other officials to accept and implement findings and recommendations for justifying and resolving matters involving significant or controversial issues.

Knowledge of the elements of team effectiveness such as group dynamics, roles and responsibilities in building and sustaining the team, managing individual differences and conflicts collaboratively, overcoming barriers to team performance, effective listening and response, and group decision making and problem solving sufficient to work effectively as a team leader or member to meet program and production goals and to make a significant contribution to improving how the team functions.

Factor 2 - Supervisory Controls

Level 2-5

650 Points

The incumbent in this position is subject only to the administrative direction of the Vice President, Transmission Engineering and Technical Services. The Vice President, Transmission Engineering and Technical Services outlines overall objectives and available resources. The work will be evaluated for compatibility with overall management objectives, i.e., transformation of Transmission Engineering design program. The incumbent will determine the approaches and methods necessary to carry out assigned functions, including the design of overall plans and strategies to meet Transmission Engineering goals, requirements and timeframes. The incumbent independently plans and carries out the work, including continual coordination of individuals and teams involved. Proposals, plans, and advisory services provided to the Vice President, Transmission Engineering and Technical Services are considered to be technically authoritative and work is reviewed for only for adherence to broad Transmission Engineering objectives.

Factor 3 - Guidelines

Level 3-5

650 Points

Guidelines consist of national regulatory requirements and standards issued by FERC and NERC; Department of Energy large transmission project rules and permitting processes; BPA and Transmission Engineering administrative and operational policies, goals, and objectives; procedural guidelines and concepts governing design and project management work; guidelines applicable to business management, including business case preparation; financial planning and decision-making, risk assessment, strategic programming, acquisition, internal controls, process management, and management and utilization of software to support work processes. These guidelines contain broadly stated program goals that require considerable interpretation and adaptation in order to design specific approaches to planning and achieving desired outcomes. Administrative policies and precedents provide a basic outline of the results desired but cannot serve as a guide to structuring the specific methods and approaches needed in case-by-case situations to achieve long-term objectives. In addition, the employee will refine or develop more specific guidelines for use by others within Transmission Services or recommend criteria for measuring and improving project and program management activities.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

Factor 4 - Complexity

Level 4-6

450 Points

The Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation is responsible for leading the development and execution of a multi-year Transmission Engineering design transformation vision and related initiatives to align, integrate, and enhance Transmission Engineering design (Operating Model, Processes, Data/Information and Technology, and Culture). The Director of Primary Capacity Model (PCM) Transformation provides leadership required to improve the Transmission Engineering design and the overall capability to optimize the delivery and performance of design and their related equipment.

The work consists of projects that require analyzing interrelated Transmission Engineering functions, issues, systems, and processes associated with engineering design. Assignments require developing detailed plans, goals, and objectives for the long-term implementation and administration of the Transmission Engineering design program and developing criteria for measuring the effectiveness of the program. Decisions about how to proceed in planning, organizing and conducting projects and analyses are complicated by conflicting and/or changing program or project objectives, plans, or requirements. Options, recommendations, and conclusions take into account and give appropriate weight to unknown factors affecting the data and other variables that impact long-term project performance and execution. The work is complicated by the need to deal with subjective concepts such as value judgments and data that is not always readily available. Options, recommendations, and conclusions developed by the employee take into account and give appropriate weight to uncertainties about the data and other variables that affect long-range program performance. The employee develops new information and recommends criteria to measure and evaluate portfolio accomplishments, and develops methods to improve the effectiveness with which long-term project management activities are managed and executed.

Factor 5 - Scope and Effect

Level 5-6

450 Points

The Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation is responsible for leading the development and execution of a multi-year Transmission Engineering design transformation vision and related initiatives to align, integrate, and enhance Transmission Engineering design (Operating Model, Processes, Data/Information and Technology, and Culture). Transmission Engineering provides engineering design for the transmission assets of Federal Columbia River Power System (FCRPS) including transmission system planning, design, construction, operations, and maintenance. The work involves planning and leading major, comprehensive projects and initiatives associated with Transmission Engineering design strategies, objectives, programs, and systems. The work involves directing, planning, leading, and executing operating model business policy & process transformation, information technology systems, strategy & initiatives, engineering design (data) strategy & initiatives. The results of the work affects the long-term administration and operation of Transmission Services and the effectiveness of activities across Transmission and corporate partners. This position's role and responsibility is critical to planning and ensuring that Transmission Engineering design programs are properly aligned and integrated to ensure efficient and effective accomplishment of Transmission Engineering mission. The impact of decisions, proposals, and recommendations made in this position nearly every major programmatic and function within Transmission Engineering.

Factor 6 - Personal Contacts/Factor 7 - Purpose of Contacts

330 Points

Persons Contacted

Level 6-4

Personal contacts are with employees, managers and executive-level personnel in BPA and other Federal agencies; State and local authorities, including elected and appointed officials; large regional and national public and privately-owned utilities, manufacturers and providers of goods and services utilized by BPA; private industry; consultants, contractors and public groups; and any appropriate regulatory organizations. The incumbent participates as a technical expert in intra-agency committees and working groups for resolving critical problems associated with the expansion of BPA transmission system

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

infrastructure and asset management. Participates in meetings, or presentations involving broad problems or issues of significant consequence or importance to BPA and Transmission Services programs and recognizes.

Purpose of Contacts

Level 7d

The purpose of these contacts is to influence, motivate, or persuade BPA executives and program managers and external interested parties to accept proposed strategies, operational and/or business process and system recommendations, or organizational restructuring proposals and/or justify and defend proposed actions to external stakeholders to take action related to BPA activities associated with planning, designing, and constructing BPA transmission infrastructure. Intense opposition or resistance is encountered due to significant competing objectives, major resource limitations or reductions, or comparable issues. The persons contacted are sufficiently skeptical or uncooperative, requiring highly developed communication, negotiation, conflict resolution, leadership and similar skills to obtain the desired results.

Factor 8 - Physical Demands

Level 8-1

5 Points

The work is primarily sedentary, although some slight physical effort may be required.

Factor 9 - Work Environment

Level 9-1

5 Points

Work is typically performed in an adequately lighted and climate-controlled office. May require occasional travel.

Other Significant Facts Pertaining to This Position Are:

Per DOE Order 326.1, this position is required to file a Confidential Financial Disclosure Report

Upon classification of this PD, it has been determined that this position meets the definition of the SSR for generation and/or transmission of electrical power.

CLASSIFICATION SUMMARY:

CLASSIFICATION STANDARD(S) USED:

OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008.

FACTOR LEVELS AND POINTS

POINT RANGE: 4055 and above
TOTAL POINTS: 4090
GRADE: GS-15

FINAL CLASSIFICATION: Mechanical Engineer, GS-0830-15

POSITION DESCRIPTION <i>(Please Read Instructions on the Back)</i>							1. Agency Position No. J09266				
2. Reason for Submission <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other		3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field		4. Employing Office Location Portland, OR		5. Duty Station Various, US		6. OPM Certification No.			
Explanation <i>(Show any positions replaced)</i> Incumbent-only allocation; Impact of Person				7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input checked="" type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
				10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted <i>(Specify in Remarks)</i> <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive		13. Competitive Level Code GS-0830-15-002	
15. Classified/Graded by		Official Title of Position				Pay Plan	Occupational Code	Grade	Initials	Date	
a. Office of Personnel Management											
b. Department, Agency or Establishment		Interdisciplinary Engineer: Civil; Electrical; Electronics; Mechanical				GS	0810/30/50/55	15			
c. Second Level Review											
d. First Level Review											
e. Recommended by Supervisor or Initiating Office		Interdisciplinary Engineer: Civil; Electrical; Electronic; Mechanical				GS	0810/30/50/55	15			
16. Organizational Title of Position <i>(if different from official title)</i>						17. Name of Employee <i>(if vacant, specify)</i>					
18. Department, Agency, or Establishment Department of Energy						c. Third Subdivision Transmission Engineering & Technical Services (TE)					
a. First Subdivision Bonneville Power Administration						d. Fourth Subdivision					
b. Second Subdivision Transmission Services (T)						e. Fifth Subdivision					
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.						Signature of Employee <i>(optional)</i>					
20. Supervisory Certification. <i>I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that</i>						<i>this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.</i>					
a. Typed Name and Title of Immediate Supervisor Michael Miller, Vice President, Engineering and Technical Services						b. Typed Name and Title of Higher-Level Supervisor or Manager <i>(optional)</i>					
Signature Mike P. Miller <small>Digitally signed by Mike P. Miller Date: 2024.06.21 06:39:43 -07'00'</small>						Signature Date					
21. Classification/Job Grading Certification. <i>I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.</i>						22. Position Classification Standards Used in Classifying/Grading Position OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008					
Typed Name and Title of Official Taking Action Jonathan Makela, HR Specialist (Classification)						Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.					
Signature JONATHAN MAKELA <small>Digitally signed by JONATHAN MAKELA Date: 2024.06.21 08:43:26 -07'00'</small>											
23. Position Review		Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee <i>(optional)</i>											
b. Supervisor											
c. Classifier											
24. Remarks Job Codes:J09265(810); J09266(830); J09267(850); J09268(0855) EEOC:2 PATCO:P BUS:8888 SOC:UE PMRS:5 FPL:15 Funct Code:91 Cybersec Code:000 DT/AT:No PM:1											
25. Description of Major Duties and Responsibilities <i>(See Attached)</i>											

Instructions for Completing Optional Form 8

POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

- *1. Enter position number used by the agency for control purposes. See FPM Chapter 312, Subchapter 3.
- *2. Check one.
 - "Redescription" means the duties and/or responsibilities of an existing position are being changed.
 - "New" means the position has not previously existed.
 - "Reestablishment" means the position previously existed, but had been cancelled.
 - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
 - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
- 3. Check one.
- *4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- *5. Enter geographical location if different from that of #4.
- 6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- *7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
- 8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
- 9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
- 10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
- 11. Check one.
 - A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
 - A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.
- 12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.
- 13. Enter competitive level code for use in reduction-in-force actions. See FPM Chapter 351.
- 14. Agencies may use this block for any additional coding requirement.
- *15. Enter classification/job grading action.
 - For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
 - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
 - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. **For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)."** The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
- 16. Enter the organizational, functional, or working title if it differs from the official title.
- 17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- *18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
- 19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- *20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- *21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
- 22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
- 23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
- 24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- *25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

**Interdisciplinary: Civil Engineer; Mechanical Engineer;
Electrical Engineer; Electronics Engineer
GS-0810/0830/0850/0855-15**

Job Codes:

J09265 (0810)

J09266 (0830)

J09267 (0850)

J09268 (0855)

Position Description

TE

Position History:

New

Introduction:

This position is located in the Transmission Services (T) organization within the Bonneville Power Administration (BPA).

This position serves as the Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation and is responsible for leading the development and execution of a multi-year Transmission Engineering-wide effort to transform BPA's engineering design practices. The Director of PCM & SCM Transformation provides leadership required to improve Transmission Engineering's design practices and the overall capability to execute Transmission capital projects. The incumbent provides strategic direction and expert leadership for Transmission Services to create lean business processes, improve engineering design information quality to facilitate condition, performance, risks, and costs evaluations of transmission design. The Director is responsible for developing and coordinating Transmission's Engineering design information systems strategy and roadmap to provide required functionality while striving to consolidate and optimize related support and cost.

Major Duties:

40% PCM & SCM Operating Model Business Policy & Process Transformation

- Formulate, integrate, and comprehensive, multi-year PCM & SCM strategies, policies, and processes.
- Designs and implements integrated framework to identify, evaluate, and implement Transmission Engineering business policies, practices and processes.
- Leads planning and collaboration activities with Transmission Engineering business units to drive business practice and process development and implementation.
- Develops and executes business process integration plans to drive Transmission Engineering alignment and accountability with clear roles and responsibilities, including enhancing integration with PPM Mod, SAALSA, Capital Acquisition Processes, Capital targets, and other cross-Transformation initiatives and programs.
- Plans and leads Transmission Engineering design policy, technology, and business process requirements analysis across Transmission Engineering.
- Plan, lead, and manage restructuring and expansion of PCM and SCM program elements, including organizational structure and team composition.
- Plan, lead, and execute comprehensive PCM and SCM programmatic reviews and evaluations to identify, develop, and implement operational and systems enhancements.

30% Information Technology Systems, Strategy & Initiatives

- Determines Transmission Engineering strategy and approaches to lead Transmission Engineering design information systems maturation and optimization.
- Formulates design engineering policy and governance strategies, plans, and processes.
- Plans and executes multi-year initiatives to align and streamline Transmission Engineering design information systems plans, systems, and business processes.
- Leads and drives engineering design systems planning and project prioritization.
- Plans and leads initiatives to specify, select, and integrate engineering design Information systems and solutions consolidation.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

30% Engineering Design Information (Data) Strategy & Initiatives

- Formulates and leads implementation of engineering design strategies and plans aligned with Transmission Engineering business objectives to improve the accuracy, completeness and access to design data.
- Designs and leads the execution of plans and projects to establish and implement an engineering design program in Transmission Engineering to identify and resolve the data needs, gaps and informs consolidation efforts.
- Lead the formalization of establish sources of records, data mapping, and data management processes and procedures with appropriate and governance to create a single engineering repository for design data.

Perms other duties, as assigned.

Classification Criteria:

Factor 1 - Knowledge Required by the Position

Level 1-8

1550 Points

Mastery of, and ability to interpret and apply, a wide range of concepts, laws, policies, principles, regulations, precedents, and practices applicable to the Transmission Engineering design program; of Transmission Engineering strategic business plans, operational requirements, engineering design strategies of the major business plans, issues, program goals and objectives, work processes; and of Transmission Engineering administrative operations sufficient to design and implement engineering design strategies, policies, processes, systems, functions, and plans and to serve as a recognized technical expert on engineering design, providing authoritative advice, counsel, and guidance to BPA managers on its implementation within BPA.

Mastery of, and ability to interpret and apply, a wide range of concepts, laws, policies, principles, regulations, precedents, and practices applicable to business management, including integrated financial, risk, strategic, and engineering decision-making; investment and budget planning; performance management; Supply Chain management and project management sufficient to ensure the coordination of an integral strategy and approach to the assessment and implementation of the Transmission Engineering design program, processes, systems, and projects and their potential impact on the success of Transmission Engineering's mission.

Comprehensive knowledge of, and skill in applying, project management principles, methods, and practices including capital planning and investment assessment; contracting/procurement; cost-benefit analysis; financial management; planning and evaluating; developing, scheduling, coordinating, and managing projects and resources, including monitoring and inspecting costs, work, and contractor performance; quality assurance; requirements analysis and risk management sufficient to directly manage projects in support of BPA's mission.

Mastery of and ability to interpret and apply the principles and concepts of process design and management to study and evaluate current processes, design new or adapt existing processes, and provide management advice on process development and implementation within the Transmission Engineering design functions.

Mastery of and skill in the application of a wide range of qualitative and/or quantitative methods for assessment and improvement of complex Transmission Engineering design programs, functions, and processes.

Mastery of, and skill in, applying, business process engineering concepts and methods sufficient to lead/conduct studies designed to identify potential improvements in Transmission Engineering design business processes and systems.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

Mastery of, and skill in applying, analytical and evaluative techniques sufficient to identify and resolve complex issues or problems, to identify alternative courses of action, modify standard procedures to satisfy specialized requirements, and solve a variety of problems, including those requiring significant departures from previous approaches.

Knowledge of engineering design legislative/regulatory frameworks, e.g., NERC, FERC, data governance structures/frameworks to plan, lead, and execute Transmission Engineering design projects and initiatives.

Skill in effective communication, both verbally and in writing, to develop and deliver briefings, project papers, status/staff reports, and correspondence in order to foster understanding and acceptance of findings and recommendations and present, explain, and defend controversial policies and to persuade BPA program managers and other decision making officials with widely differing goals and interests to follow a recommended course of action consistent with established policies, objectives, and regulations.

Ability to apply consensus building, negotiating, coalition building, and conflict resolution techniques sufficient to establish and maintain effective relationships and to interact appropriately in highly charged emotional situations for the purpose of influencing managers or other officials to accept and implement findings and recommendations for justifying and resolving matters involving significant or controversial issues.

Knowledge of the elements of team effectiveness such as group dynamics, roles and responsibilities in building and sustaining the team, managing individual differences and conflicts collaboratively, overcoming barriers to team performance, effective listening and response, and group decision making and problem solving sufficient to work effectively as a team leader or member to meet program and production goals and to make a significant contribution to improving how the team functions.

Factor 2 - Supervisory Controls

Level 2-5

650 Points

The incumbent in this position is subject only to the administrative direction of the Vice President, Transmission Engineering and Technical Services. The Vice President, Transmission Engineering and Technical Services outlines overall objectives and available resources. The work will be evaluated for compatibility with overall management objectives, i.e., transformation of Transmission Engineering design program. The incumbent will determine the approaches and methods necessary to carry out assigned functions, including the design of overall plans and strategies to meet Transmission Engineering goals, requirements and timeframes. The incumbent independently plans and carries out the work, including continual coordination of individuals and teams involved. Proposals, plans, and advisory services provided to the Vice President, Transmission Engineering and Technical Services are considered to be technically authoritative and work is reviewed for only for adherence to broad Transmission Engineering objectives.

Factor 3 - Guidelines

Level 3-5

650 Points

Guidelines consist of national regulatory requirements and standards issued by FERC and NERC; Department of Energy large transmission project rules and permitting processes; BPA and Transmission Engineering administrative and operational policies, goals, and objectives; procedural guidelines and concepts governing design and project management work; guidelines applicable to business management, including business case preparation; financial planning and decision-making, risk assessment, strategic programming, acquisition, internal controls, process management, and management and utilization of software to support work processes. These guidelines contain broadly stated program goals that require considerable interpretation and adaptation in order to design specific approaches to planning and achieving desired outcomes. Administrative policies and precedents provide a basic outline of the results desired but cannot serve as a guide to structuring the specific methods and approaches needed in case-by-case situations to achieve long-term objectives. In addition, the employee will refine or develop more specific guidelines for use by others within Transmission Services or recommend criteria for measuring and improving project and program management activities.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

Factor 4 - Complexity

Level 4-6

450 Points

The Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation is responsible for leading the development and execution of a multi-year Transmission Engineering design transformation vision and related initiatives to align, integrate, and enhance Transmission Engineering design (Operating Model, Processes, Data/Information and Technology, and Culture). The Director of Primary Capacity Model (PCM) Transformation provides leadership required to improve the Transmission Engineering design and the overall capability to optimize the delivery and performance of design and their related equipment.

The work consists of projects that require analyzing interrelated Transmission Engineering functions, issues, systems, and processes associated with engineering design. Assignments require developing detailed plans, goals, and objectives for the long-term implementation and administration of the Transmission Engineering design program and developing criteria for measuring the effectiveness of the program. Decisions about how to proceed in planning, organizing and conducting projects and analyses are complicated by conflicting and/or changing program or project objectives, plans, or requirements. Options, recommendations, and conclusions take into account and give appropriate weight to unknown factors affecting the data and other variables that impact long-term project performance and execution. The work is complicated by the need to deal with subjective concepts such as value judgments and data that is not always readily available. Options, recommendations, and conclusions developed by the employee take into account and give appropriate weight to uncertainties about the data and other variables that affect long-range program performance. The employee develops new information and recommends criteria to measure and evaluate portfolio accomplishments, and develops methods to improve the effectiveness with which long-term project management activities are managed and executed.

Factor 5 - Scope and Effect

Level 5-6

450 Points

The Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation is responsible for leading the development and execution of a multi-year Transmission Engineering design transformation vision and related initiatives to align, integrate, and enhance Transmission Engineering design (Operating Model, Processes, Data/Information and Technology, and Culture). Transmission Engineering provides engineering design for the transmission assets of Federal Columbia River Power System (FCRPS) including transmission system planning, design, construction, operations, and maintenance. The work involves planning and leading major, comprehensive projects and initiatives associated with Transmission Engineering design strategies, objectives, programs, and systems. The work involves directing, planning, leading, and executing operating model business policy & process transformation, information technology systems, strategy & initiatives, engineering design (data) strategy & initiatives. The results of the work affects the long-term administration and operation of Transmission Services and the effectiveness of activities across Transmission and corporate partners. This position's role and responsibility is critical to planning and ensuring that Transmission Engineering design programs are properly aligned and integrated to ensure efficient and effective accomplishment of Transmission Engineering mission. The impact of decisions, proposals, and recommendations made in this position nearly every major programmatic and function within Transmission Engineering.

Factor 6 - Personal Contacts/Factor 7 - Purpose of Contacts

330 Points

Persons Contacted

Level 6-4

Personal contacts are with employees, managers and executive-level personnel in BPA and other Federal agencies; State and local authorities, including elected and appointed officials; large regional and national public and privately-owned utilities, manufacturers and providers of goods and services utilized by BPA; private industry; consultants, contractors and public groups; and any appropriate regulatory organizations. The incumbent participates as a technical expert in intra-agency committees and working groups for resolving critical problems associated with the expansion of BPA transmission system

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

infrastructure and asset management. Participates in meetings, or presentations involving broad problems or issues of significant consequence or importance to BPA and Transmission Services programs and recognizes.

Purpose of Contacts

Level 7d

The purpose of these contacts is to influence, motivate, or persuade BPA executives and program managers and external interested parties to accept proposed strategies, operational and/or business process and system recommendations, or organizational restructuring proposals and/or justify and defend proposed actions to external stakeholders to take action related to BPA activities associated with planning, designing, and constructing BPA transmission infrastructure. Intense opposition or resistance is encountered due to significant competing objectives, major resource limitations or reductions, or comparable issues. The persons contacted are sufficiently skeptical or uncooperative, requiring highly developed communication, negotiation, conflict resolution, leadership and similar skills to obtain the desired results.

Factor 8 - Physical Demands

Level 8-1

5 Points

The work is primarily sedentary, although some slight physical effort may be required.

Factor 9 - Work Environment

Level 9-1

5 Points

Work is typically performed in an adequately lighted and climate-controlled office. May require occasional travel.

Other Significant Facts Pertaining to This Position Are:

Per DOE Order 326.1, this position is required to file a Confidential Financial Disclosure Report

Upon classification of this PD, it has been determined that this position meets the definition of the SSR for generation and/or transmission of electrical power.

CLASSIFICATION SUMMARY:

CLASSIFICATION STANDARD(S) USED:

OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008.

FACTOR LEVELS AND POINTS

POINT RANGE: 4055 and above

TOTAL POINTS: 4090

GRADE: GS-15

FINAL CLASSIFICATION: Mechanical Engineer, GS-0830-15

POSITION DESCRIPTION (Please Read Instructions on the Back)

1. Agency Position No.
J09080

2. Reason for Submission <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other	3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field	4. Employing Office Location Portland, OR	5. Duty Station Various US	6. OPM Certification No.
Explanation (Show any positions replaced) This position requires "L" clearance		7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt	8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input checked="" type="checkbox"/> Employment and Financial Interest	9. Subject to IA Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Position Status <input type="checkbox"/> Competitive <input checked="" type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither	12. Sensitivity <input type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input checked="" type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive	13. Competitive Level Code GS-0905-15-001
14. Agency Use LG/LN/LP/LT				

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment	Attorney Advisor (General)	GS	0905	15	DAD	02/01/2024
c. Second Level Review						
d. First Level Review						
e. Recommended by Supervisor or Initiating Office	Attorney Advisor (General)	GS	0905	15		

16. Organizational Title of Position (if different from official title) _____ 17. Name of Employee (if vacant, specify) _____

18. Department, Agency, or Establishment Department of Energy (DOE)	c. Third Subdivision General/Natural Resources/Power/Transmission
a. First Subdivision Bonneville Power Administration (BPA)	d. Fourth Subdivision
b. Second Subdivision Office of General Counsel (L)	e. Fifth Subdivision
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.	
Signature of Employee (optional)	

20. **Supervisory Certification.** I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor Anne Senters; Supervisory Attorney Advisor (General)	b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)
Signature ANNE SENTERS <small>Digitally signed by ANNE SENTERS Date: 2024.02.01 14:28:57 -08'00'</small>	Signature _____ Date _____

21. **Classification/Job Grading Certification.** I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position
US OPM PCS, General Attorney Series, GS-0905 TS-18 May 1974, TS-77 December 1968 TS-29 August 1960, TS-24 October 1959

Typed Name and Title of Official Taking Action Sunny Duerre, Human Resources Specialist (Classification), HP	Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.
Signature DONNAMARIE DUERRE <small>Digitally signed by DONNAMARIE DUERRE Date: 2024.02.01 15:24:00 -07'00'</small>	Signature _____ Date _____

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier										

24. Remarks
Job Code: J09080 EEOC: 2 PATCO: P BUS: 8888 SOC: UE PMRS: 8 FPL: 15 Functional Code: 00
Cyber Security Code: 000 DT: Y ; AT: N PMC: 4 Tier 3

25. Description of Major Duties and Responsibilities (See Attached)

Instructions for Completing Optional Form 8

POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

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- *2. Check one.
 - "Redescription" means the duties and/or responsibilities of an existing position are being changed.
 - "New" means the position has not previously existed.
 - "Reestablishment" means the position previously existed, but had been cancelled.
 - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
 - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
- 3. Check one.
- *4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- *5. Enter geographical location if different from that of #4.
- 6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- *7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
- 8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
- 9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
- 10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
- 11. Check one.
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- 13. Enter competitive level code for use in reduction-in-force actions. See FPM Chapter 351.
- 14. Agencies may use this block for any additional coding requirement.
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 - For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
 - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
 - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. **For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)."** The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
- 16. Enter the organizational, functional, or working title if it differs from the official title.
- 17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- *18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
- 19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- *20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- *21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
- 22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
- 23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
- 24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- *25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

Attorney-Adviser (General)
GS-0905-15
Job Code: J09080
Related Job Codes: N/A

Position Description
LG/LN/LP/LT
Position History:
New

Introduction

This position is in the Office of General Counsel (L), Bonneville Power Administration (BPA). The General Counsel provides legal expertise supporting BPA programs through legal advice and representation in the areas of transmission, natural resources, power, lands, federal resources and treaties, generation and finance, personnel, and ratemaking.

This position describes the highest level of technical expertise demanded within BPA to provide the Administrator/Chief Executive Officer (CEO), Vice Presidents and senior staff throughout BPA with legal advice and representation including risk assessment, negotiation, alternative dispute resolution, and litigation before the federal courts and administrative and regulatory proceedings. The incumbent is a senior attorney directly accountable to the BPA General Counsel and is assigned to one of the Assistant General Counsels in General Law (LG), Natural Resources (LN), Power (LP) or Transmission (LT) for administrative purposes only. The employee receives no technical supervision regarding advisory services or litigation strategy and execution, and has full and final technical authority within the assigned areas of expertise. Work assignments are generated primarily by BPA's Administrator, Deputy Administrator, Chief Operating Officer, and other Vice Presidents and program managers at the highest executive levels within BPA.

Major Duties

25% Serves as senior principal attorney within the assigned subject matter or functional area with responsibility for advising on and representing BPA on the full range of diverse and complex legal issues originating at BPA or at the Department level. Anticipates legal issues and advises on and litigates the most highly complex and significant issues and cases in the assigned program areas. Legal advisories involve unusual legal or factual complexity, significant policy questions, or substantial sums of money, ranging from millions to billions of dollars.

Analyzes proposed legislation advising the Administrator, the General Counsel, and other top administrative officials, including Department executives, on how the proposed legislation could affect BPA. Drafts agency comments to be submitted to Congress and the Office of Management and Budget. If the legislation passes, the senior attorney develops and recommends policies and procedures implementing the new or amended legislation.

25% Advises the Administrator on questions of law or administrative policy involving Bonneville's organic statutes and other relevant statutes and regulations. Reviews proposed policies, procedures and guidance to determine whether they are consistent with the law, and are administratively feasible, practical and economically consistent with sound business principles. Participates in regional and national industry discussions and projects and develops strategic business and financial guidance within the incumbent's subject areas. Researches and analyzes special projects assigned by the Administrator, senior executives, and the General Counsel, prepares related memoranda, briefs or other documents to communicate findings and recommendations. Cultivates and builds effective professional relationships with external parties and other decision makers within the region.

25% Represents BPA in all aspects of litigation in federal courts involving challenges to the subject matter or functional area. Exercises full authority delegated by the Department of Justice (DOJ) to serve as Special Assistant United States Attorney (SAUSA) to litigate cases on behalf of the government and/or plans and prepares the government's strategy, legal motions, evidence, witness testimony, and case requirements. Prepares and conducts litigation at both the trial and

appellate levels on complex or unique issues arising out of Bonneville's activities. The senior attorney is responsible for presenting the case including drafting a response to the complaint, drafting and collecting responses to discovery, preparing witnesses, taking depositions, conducting direct and cross-examination, and preparing or reviewing drafts of motions and briefs. Prepares the litigation report for DOJ recommending action in the suit. In appellate cases (9th Circuit Court of Appeals), the senior attorney is responsible for developing and compiling the Official Record for review, preparing and reviewing drafts of motions and briefs, preparing exhibits and declarations, and assisting or presenting BPA's case. In some cases, the appeal must be developed without benefit of a lower level tribunal record, and in many instances, the case will involve multiple parties represented by recognized, skilled, and highly paid legal practitioners. Often, the senior attorney will lead a Bonneville legal team.

25% Represents BPA in hearings before administrative tribunals involving complex, highly technical issues that require the assistance of other attorneys and the use of experts and consultants that are nationally recognized in their field. Conducts complicated settlement negotiations and advises the Administrator and other executives on settlements that have long-term impacts on BPA and the industry, and may involve issues seldom litigated, are highly controversial, or may involve substantial sums of money.

Negotiates complex contractual arrangements with representatives of large, multi-national businesses; BPA customers, which include large sophisticated utilities represented by nationally recognized firms; large, national public interest groups; and tribal, state, local or foreign governments. The senior attorney drafts the contracts or other legal documents required to memorialize the agreement.

Leads, mentors and coaches lower-graded attorneys and paralegals in all aspects of the assigned subject matter or functional area. Provides guidance in complex matters where often there is no precedent or where the issue is one of first impression.

The incumbent applies mastery knowledge of BPA's system operations and objectives, legally binding treating obligations, requirements and risks associated with the Columbia River Treaty.

Performs other duties as assigned.

Classification Criteria

Factor 1, Nature of the case or legal problem Type III

The cases or controversies handled by the senior attorney often involve significant amounts of money (millions or billions of dollars) and present highly sensitive legal issues of widespread impact upon the regional and national electric industry, the residents and rate payers of the Pacific Northwest, the U.S. relations with Canada under the Columbia River Treaty, States' and Tribes' interests with respect to environmental and other types of litigation affecting their financial and cultural interests, the property and financial interests of landowners affected by BPA activities, and upon the scope of BPA's authorities regarding rate setting and compliance with Federal Energy Regulatory Commission (FERC) requirements. Cases are normally of considerable interest to some combination of (1) the Department of Energy, including other Power Marketing Administrations (2) the Congressional Delegation, (3) the electrical utility industry (both public and private, regional and national), (4) special interest groups, including national environmental organizations and advocacy-focused renewable energy organizations, (5) BPA customers, (6) other governmental entities, including states, tribes and international governments, or (7) individuals with significant financial interests. Because of the significant economic, political, social, technical or legal outcomes of the cases or controversies, they are

often vigorously contested by capable globally and nationally-recognized law firms, sometimes with extremely specialized and knowledgeable legal counsel (e.g., 9th Circuit Court of Appeals Counsel) and generally involving firms with access to significant resources.

Assignments are characterized by extremely complex or difficult legal cases or controversies where a significant number of these cases or controversies have no clear legal precedents, conflicting precedents, or may be issues of first impression. Work involves highly technical and possibly controversial electrical engineering, biological science, economic theories, marketing practices, and finance or legal considerations. They require development and articulation of new methods, approaches, and hypotheses in the planning, conducting, and evaluation of legal strategies, including long-range strategies and legal risk decision trees. Often the senior attorney must assemble and lead a legal team, including paralegals, law clerks, and administrative staff to work on and present cases and issues normally presented in federal or State courts by the U.S. Attorney on behalf of the federal government. Assignments require extensive research and analysis, and require expert information in the areas of electrical engineering, biological science, economic theories, or marketing and finance. Often subject matter experts are consulted and added to the legal team to resolve the cases and controversies as either a consulting expert or as a testifying expert.

Factor 2, Level of responsibility Level E

The senior attorney is the principal attorney advising the Administrator and other executive managers on interpretation, applicability, and changes to laws and regulations within the incumbent's subject matter expertise or functional area, e.g., contracts, claims, legal instruments, State, local, national, or foreign matters. The senior attorney recommends policies and procedures implementing new or amended legislation. The senior attorney is also responsible for the conduct of litigation in federal courts on behalf of BPA, a responsibility normally carried out at Department level or by the U.S. Attorney's office. The senior attorney is also the principal attorney representing BPA in cases before administrative tribunals involving challenges to the assigned subject matter or functional area.

The senior attorney is assigned to one of four Assistant General Counsel positions for purposes of administrative supervision only. The senior attorney is directly accountable to the Administrator and the General Counsel, receiving no technical supervision or oversight from the reporting official. Recommendations and decisions are considered final and technically authoritative, and the senior attorney has full and final responsibility for legal recommendations, strategies, and cases in the assigned subject matter or functional area. The Administrator may review the senior attorney's recommendations in light of potential impact upon political issues, but does not make changes to the senior attorney's legal analysis, conclusions, recommendations or strategies.

A summary of the level of responsibility exercised by the senior attorney in each of the General Counsel's program areas follows.

General (LG) senior attorney: BPA's procurement attorneys act in a manner equivalent to those at DOE HQ. The Bonneville Project Act together with the Federal Columbia River Transmission System Act of 1974, and the Pacific Northwest Electric Power Planning and Conservation Act grants broad, independent contracting authority to the BPA Administrator for the "business-like" acquisition of supplies and services. Additionally, BPA is exempt from the Federal Property and Administrative Services Act of 1949, and thus is not subject the Federal Acquisition Regulations but instead has its own Bonneville Purchasing Instructions (BPI) that guide BPA's acquisitions. BPA's Supply Chain organization spends over \$1 billion annually via the policies issued and administered by the Head of Contract Activity (HCA). The senior LG attorney advises the HCA on all matters related to procurement policy, including drafting, reviewing, and revising proposed policy (BPI). The incumbent is responsible for advising the HCA on pending legislation, laws, regulations, and court opinions impacting BPA's procurement functions. The senior LG attorney

also represents BPA on contract claims before the U.S. Civilian Board of Contract Appeals. All of this work is performed without the oversight of DOE HQ attorneys.

BPA's finance senior attorney provides unique service, distinct from any attorneys at DOE HQ. BPA has special authorization to back non-federal debt issued by Energy Northwest and secured by BPA's financial commitments under Net Billing Agreements with Energy Northwest. Authorization for this program was provided in part under the: (i) Public Works for Water, Pollution Control, and Power Development and Atomic Energy Commission Appropriation Act of 1970, Pub. L. No. 91-144, 83 Stat. 333, and (ii) Public Works for Water, Pollution Control, and Power Development and Atomic Energy Commission Appropriation Act of 1971, Pub. L. No. 91-439, 84 Stat. 899. There are no equivalent provisions for DOE HQ attorneys since DOE HQ does not issue bonds. In addition, the senior attorney is responsible for federally Tax-Exempt Financings and re-fundings of Resource Acquisition bonds under special federal laws applicable to BPA (Section 9(f) of the Northwest Power Act). Additionally, BPA has special authorization to enter agreements that back debt issued by nonfederal parties through the acquisition of conservation and generating resources under Section 6 of the Pacific Northwest Electric Power Planning and Conservation Act (Northwest Power Act, 6(a), 94 Stat. 2717). The LG senior attorney also works on the lease-purchases of transmission facilities under Section 838i(b)(5) of the Transmission System Act (Transmission System Act, 11(b)(5), 88 Stat. 1379). This authority enables BPA to enter into commitments that secure the payment of non-federal bonds and to obtain the use of transmission facilities for BPA's Federal Transmission System. Currently, over \$1.5 billion of transmission facilities are currently being lease-purchased.

The LG senior attorney performs a function similar to counterparts at DOE HQ by representing BPA before the MSPB, EEOC and OSC on employment matters without any supervision by DOE HQ. As such, the senior attorney has the same level of responsibility as the employment attorneys at DOE HQ.

The LG senior attorney performs a function similar to counterparts at DOE HQ related to the review and examination of issues involving the Freedom of Information Act (FOIA). This includes representing BPA before the FOIA appeals office.

The LG senior attorney advises BPA on the governmental ethics issues and related educational program. This includes advising on the legal requirements under 5 C.F.R. parts 2634, 2635, 2636, 2638, 2640, and 2641. This also includes assisting BPA senior executives in identifying, preventing and resolving conflicts of interest under criminal statutes (18 U.S.C. §§ 201-209), and regulatory Standards of Conduct (Executive Orders 12674, 12731, and 5 C.F.R Part 2635); Assists BPA executives in identifying, preventing and resolving conflicts of interest under criminal statutes (18 USC Sections 201-109), and regulatory Standards of Conduct (Executive Orders 12674, 12731, and 5 C.F.R Part 2635);

Natural Resources (LN) senior attorney: The senior attorney requires an in-depth knowledge of natural resources law and policy with its roots in traditional property law, and its development into specific statutes and their corresponding regulations. The senior LN attorney advises on a combination of basic property law, the Northwest Power Act, including the Council's Fish and Wildlife Program and federal environmental laws. Basic property law includes common law interests such as easements and negative covenants; the Uniform Relocation Assistance and Real Property Acquisition Policies Act; the Department of Justice's Title Standards; the Appraisal Institute's Uniform Appraisal for Federal Land Acquisitions; and State property laws in Bonneville's service territory. The environmental statutes and corresponding regulations include, but are not limited to the Endangered Species Act; the Clean Water and Clean Air Acts; the Migratory Bird Act; the Fish and Wildlife Coordination Act; Hazardous and Solid Waste Programs, including the Comprehensive Environmental Response, Compensation and Liability Act and the Resource Conservation and Recovery Act; Toxic Substance and Pesticides Acts, including the Superfund Act as well as the Columbia Scenic Gorge Act. In addition, the LN senior attorney has a working knowledge of tribal Trust and Treaty law.

The senior LN attorney performs departmental level reviews for the National Environmental Policy Act and for the Endangered Species Act. The LN senior attorney represents the agency and works directly with the Department of Justice in environmental litigation, as well as proposes legislation or comments for other agencies' rulemaking related to environmental law and federal real property. The senior attorney works directly with senior level policy and legal members of other federal agencies, such as the Corps of Engineers, the Bureau of Reclamation, as well as coordinates with the Administration, e.g., the White House Council on Environmental Quality. The senior attorney advises on the Columbia River Treaty administration and review, and works directly with the attorneys in Department of State regarding BPA's role and recommendations in the administration of the Treaty. The senior LN attorney frequently is involved in government-level negotiations involving other sovereigns in the area of Indian treaty rights and other agreements with the Tribes. Frequently, the senior attorney meets with Tribal Council members. The senior LN attorney also interacts with the NW Power Planning Council, a quasi-government agency whose members are appointed by the States. These interactions include making presentations, filing briefs in support of litigation, negotiating litigation settlements, and submitting comments. Frequently, the senior LN attorney files the briefs and conducts oral argument on environmental topics before the 9th Circuit.

Power (LP) senior attorney: BPA is the delegated marketer of federal power generated by the FCRPS, and other resources acquired by BPA to meet its power marketing obligations. The senior LP attorney requires in-depth knowledge of BPA's power marketing statutory authorities and policies; in-depth knowledge of BPA's power ratemaking authorities and policies; in-depth knowledge of BPA's utility, direct service and federal agency power sales contracting authorities and policies; working knowledge of power rate cases under the Northwest Power Act; in-depth knowledge of BPA authorities and policies regarding bulk power market sales both within and without the PNW; working knowledge of wholesale market level and state retail market level initiatives and their effect on BPA's power marketing at the wholesale level, including state RPS initiatives, state clean energy and cap and trade rules, developing organized markets, etc.; and working knowledge of the operation of BPA's hydro-thermal system. The senior LP attorney requires knowledge of BPA's open access transmission tariff and decisions by the Federal Energy Regulatory Commission. The senior LP attorney also interacts with the NW Power Planning Council, a quasi-government agency whose members are appointed by the States. These interactions include making presentations, filing briefs in support of their litigation and submitting comments. Frequently, LP attorneys file the briefs and conduct oral argument on power marketing topics before the 9th Circuit, the Federal Energy Regulatory Commission, and other adjudicative forums.

Transmission (LT) senior attorney: The senior attorney for Transmission requires in-depth knowledge of Bonneville's transmission sales and power marketing statutory authorities, including but not limited to the Transmission System Act of 1974 and the Northwest Power Act. The senior Transmission attorney requires in-depth knowledge of BPA's transmission rate making authorities and policies, BPA's open access transmission tariff, legacy transmission contracts, and other transmission service and non-federal generator interconnection related agreements. In addition, the senior transmission attorney must have in-depth knowledge of regulation by the Federal Energy Regulatory Commission with respect to BPA rates, transmission and interconnection services, and mandatory regional and national transmission reliability standards. The senior Transmission attorney gives advice with regard to participation in and issues arising out of participation in existing and potential future markets, regional transmission planning and reliability organizations, including Northern Grid, Western Electricity Coordinating Council, North American Energy Standards Board and other regional and national industry organizations. The senior Transmission attorney advises on the legal aspects of operating BPA's Open Access Same Time Information System and the processing of transmission and generator interconnection requests in queue. The senior attorney also negotiates agreements for the interconnection of wind, solar, and other generators to BPA's transmission system, and prepares business practices to implement BPA's open access transmission tariff. The senior Transmission attorney also works with local

U.S. Attorney offices and the Department of Justice in litigation arising out of BPA's activities, and makes appearances before quasi-judicial bodies and in federal and State courts of law on behalf of BPA as a Special Assistant United States Attorney when issues are complex or unique as determined by the BPA and the Department of Justice.

Like Department level attorneys, the BPA senior Transmission attorney analyzes proposed federal and State legislation potentially affecting BPA and advises senior management, including the Administrator, the BPA General Counsel and other top administrative officials of matters contained in proposed legislation that may affect BPA's ability to carry out its mission. The senior Transmission attorneys also tracks and advises on legal issues with respect to many diverse and complex regulatory issues under the Federal Power Act as well as issues related to State regulatory proceedings bearing on electricity industry restructuring.

Other significant facts pertaining to this position:

Employee must submit a financial disclosure agreement.

Due to the subject matter assigned to the employee, must be able to obtain and maintain a Non-Critical Sensitive, Moderate Risk, Tier 3 Investigation; requires the incumbent to possess a DOE "L" security clearance.

CLASSIFICATION SUMMARY:

CLASSIFICATION STANDARD(S) USED: (1) US OPM PCS for General Attorney Series, GS-0905 TS-18 May 1974, TS-77 December 1968 TS-29 August 1960, TS-24 October 1959.

FACTOR LEVELS ASSIGNED

Factor 1, Nature of the case or legal problem: Type III

Factor 2, Level of Responsibility: Level E

Final Grade: GS-15

FINAL CLASSIFICATION: Attorney Adviser (General), GS-0905-15

POSITION DESCRIPTION <i>(Please Read Instructions on the Back)</i>							1. Agency Position No. See Remarks			
2. Reason for Submission <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other		3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field		4. Employing Office Location Portland, OR		5. Duty Station Various, US		6. OPM Certification No.		
Explanation <i>(Show any positions replaced)</i> Incumbent-only allocation; Impact of Person				7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input checked="" type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
				10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted <i>(Specify in Remarks)</i> <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive		13. Competitive Level Code GS-0850-15-002
15. Classified/Graded by		Official Title of Position			Pay Plan	Occupational Code	Grade	Initials	Date	
a. Office of Personnel Management										
b. Department, Agency or Establishment		Interdisciplinary Engineer: Civil; Electrical; Electronics; Mechanical			GS	0810/30/50/55	15			
c. Second Level Review										
d. First Level Review										
e. Recommended by Supervisor or Initiating Office		Interdisciplinary Engineer: Civil; Electrical; Electronic; Mechanical			GS	0810/30/50/55	15			
16. Organizational Title of Position <i>(if different from official title)</i>					17. Name of Employee <i>(if vacant, specify)</i>					
18. Department, Agency, or Establishment Department of Energy					c. Third Subdivision Transmission Engineering & Technical Services (TE)					
a. First Subdivision Bonneville Power Administration					d. Fourth Subdivision					
b. Second Subdivision Transmission Services (T)					e. Fifth Subdivision					
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.					Signature of Employee <i>(optional)</i>					
20. Supervisory Certification. <i>I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that</i>					<i>this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.</i>					
a. Typed Name and Title of Immediate Supervisor Michael Miller, Vice President, Engineering and Technical Services					b. Typed Name and Title of Higher-Level Supervisor or Manager <i>(optional)</i>					
Signature Mike P. Miller <small>Digitally signed by Mike P. Miller Date: 2024.06.21 06:39:43 -07'00'</small>					Signature Date					
21. Classification/Job Grading Certification. <i>I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.</i>					22. Position Classification Standards Used in Classifying/Grading Position OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008					
Typed Name and Title of Official Taking Action Jonathan Makela, HR Specialist (Classification)					Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.					
Signature JONATHAN MAKELA <small>Digitally signed by JONATHAN MAKELA Date: 2024.06.21 08:43:26 -07'00'</small>										
23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee <i>(optional)</i>										
b. Supervisor										
c. Classifier										
24. Remarks Job Codes:J09265(810); J09266(830); J09267(850); J09268(0855) EEOC:2 PATCO:P BUS:8888 SOC:UE PMRS:5 FPL:15 Funct Code:91 Cybersec Code:000 DT/AT:No PM:1										
25. Description of Major Duties and Responsibilities <i>(See Attached)</i>										

Instructions for Completing Optional Form 8

POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

- *1. Enter position number used by the agency for control purposes. See FPM Chapter 312, Subchapter 3.
- *2. Check one.
- "Redescription" means the duties and/or responsibilities of an existing position are being changed.
 - "New" means the position has not previously existed.
 - "Reestablishment" means the position previously existed, but had been cancelled.
 - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
 - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
3. Check one.
- *4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- *5. Enter geographical location if different from that of #4.
6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- *7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
11. Check one.
- A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
 - A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.
12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.
13. Enter competitive level code for use in reduction-in-force actions. See FPM Chapter 351.
14. Agencies may use this block for any additional coding requirement.
- *15. Enter classification/job grading action.
- For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
 - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
 - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. **For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)."** The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
16. Enter the organizational, functional, or working title if it differs from the official title.
17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- *18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- *20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- *21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- *25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

**Interdisciplinary: Civil Engineer; Mechanical Engineer;
Electrical Engineer; Electronics Engineer
GS-0810/0830/0850/0855-15**

Job Codes:

J09265 (0810)

J09266 (0830)

J09267 (0850)

J09268 (0855)

Position Description

TE

Position History:

New

Introduction:

This position is located in the Transmission Services (T) organization within the Bonneville Power Administration (BPA).

This position serves as the Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation and is responsible for leading the development and execution of a multi-year Transmission Engineering-wide effort to transform BPA's engineering design practices. The Director of PCM & SCM Transformation provides leadership required to improve Transmission Engineering's design practices and the overall capability to execute Transmission capital projects. The incumbent provides strategic direction and expert leadership for Transmission Services to create lean business processes, improve engineering design information quality to facilitate condition, performance, risks, and costs evaluations of transmission design. The Director is responsible for developing and coordinating Transmission's Engineering design information systems strategy and roadmap to provide required functionality while striving to consolidate and optimize related support and cost.

Major Duties:

40% PCM & SCM Operating Model Business Policy & Process Transformation

- Formulate, integrate, and comprehensive, multi-year PCM & SCM strategies, policies, and processes.
- Designs and implements integrated framework to identify, evaluate, and implement Transmission Engineering business policies, practices and processes.
- Leads planning and collaboration activities with Transmission Engineering business units to drive business practice and process development and implementation.
- Develops and executes business process integration plans to drive Transmission Engineering alignment and accountability with clear roles and responsibilities, including enhancing integration with PPM Mod, SAALSA, Capital Acquisition Processes, Capital targets, and other cross-Transformation initiatives and programs.
- Plans and leads Transmission Engineering design policy, technology, and business process requirements analysis across Transmission Engineering.
- Plan, lead, and manage restructuring and expansion of PCM and SCM program elements, including organizational structure and team composition.
- Plan, lead, and execute comprehensive PCM and SCM programmatic reviews and evaluations to identify, develop, and implement operational and systems enhancements.

30% Information Technology Systems, Strategy & Initiatives

- Determines Transmission Engineering strategy and approaches to lead Transmission Engineering design information systems maturation and optimization.
- Formulates design engineering policy and governance strategies, plans, and processes.
- Plans and executes multi-year initiatives to align and streamline Transmission Engineering design information systems plans, systems, and business processes.
- Leads and drives engineering design systems planning and project prioritization.
- Plans and leads initiatives to specify, select, and integrate engineering design Information systems and solutions consolidation.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

30% Engineering Design Information (Data) Strategy & Initiatives

- Formulates and leads implementation of engineering design strategies and plans aligned with Transmission Engineering business objectives to improve the accuracy, completeness and access to design data.
- Designs and leads the execution of plans and projects to establish and implement an engineering design program in Transmission Engineering to identify and resolve the data needs, gaps and informs consolidation efforts.
- Lead the formalization of establish sources of records, data mapping, and data management processes and procedures with appropriate and governance to create a single engineering repository for design data.

Perms other duties, as assigned.

Classification Criteria:

Factor 1 - Knowledge Required by the Position

Level 1-8

1550 Points

Mastery of, and ability to interpret and apply, a wide range of concepts, laws, policies, principles, regulations, precedents, and practices applicable to the Transmission Engineering design program; of Transmission Engineering strategic business plans, operational requirements, engineering design strategies of the major business plans, issues, program goals and objectives, work processes; and of Transmission Engineering administrative operations sufficient to design and implement engineering design strategies, policies, processes, systems, functions, and plans and to serve as a recognized technical expert on engineering design, providing authoritative advice, counsel, and guidance to BPA managers on its implementation within BPA.

Mastery of, and ability to interpret and apply, a wide range of concepts, laws, policies, principles, regulations, precedents, and practices applicable to business management, including integrated financial, risk, strategic, and engineering decision-making; investment and budget planning; performance management; Supply Chain management and project management sufficient to ensure the coordination of an integral strategy and approach to the assessment and implementation of the Transmission Engineering design program, processes, systems, and projects and their potential impact on the success of Transmission Engineering's mission.

Comprehensive knowledge of, and skill in applying, project management principles, methods, and practices including capital planning and investment assessment; contracting/procurement; cost-benefit analysis; financial management; planning and evaluating; developing, scheduling, coordinating, and managing projects and resources, including monitoring and inspecting costs, work, and contractor performance; quality assurance; requirements analysis and risk management sufficient to directly manage projects in support of BPA's mission.

Mastery of and ability to interpret and apply the principles and concepts of process design and management to study and evaluate current processes, design new or adapt existing processes, and provide management advice on process development and implementation within the Transmission Engineering design functions.

Mastery of and skill in the application of a wide range of qualitative and/or quantitative methods for assessment and improvement of complex Transmission Engineering design programs, functions, and processes.

Mastery of, and skill in, applying, business process engineering concepts and methods sufficient to lead/conduct studies designed to identify potential improvements in Transmission Engineering design business processes and systems.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

Mastery of, and skill in applying, analytical and evaluative techniques sufficient to identify and resolve complex issues or problems, to identify alternative courses of action, modify standard procedures to satisfy specialized requirements, and solve a variety of problems, including those requiring significant departures from previous approaches.

Knowledge of engineering design legislative/regulatory frameworks, e.g., NERC, FERC, data governance structures/frameworks to plan, lead, and execute Transmission Engineering design projects and initiatives.

Skill in effective communication, both verbally and in writing, to develop and deliver briefings, project papers, status/staff reports, and correspondence in order to foster understanding and acceptance of findings and recommendations and present, explain, and defend controversial policies and to persuade BPA program managers and other decision making officials with widely differing goals and interests to follow a recommended course of action consistent with established policies, objectives, and regulations.

Ability to apply consensus building, negotiating, coalition building, and conflict resolution techniques sufficient to establish and maintain effective relationships and to interact appropriately in highly charged emotional situations for the purpose of influencing managers or other officials to accept and implement findings and recommendations for justifying and resolving matters involving significant or controversial issues.

Knowledge of the elements of team effectiveness such as group dynamics, roles and responsibilities in building and sustaining the team, managing individual differences and conflicts collaboratively, overcoming barriers to team performance, effective listening and response, and group decision making and problem solving sufficient to work effectively as a team leader or member to meet program and production goals and to make a significant contribution to improving how the team functions.

Factor 2 - Supervisory Controls

Level 2-5

650 Points

The incumbent in this position is subject only to the administrative direction of the Vice President, Transmission Engineering and Technical Services. The Vice President, Transmission Engineering and Technical Services outlines overall objectives and available resources. The work will be evaluated for compatibility with overall management objectives, i.e., transformation of Transmission Engineering design program. The incumbent will determine the approaches and methods necessary to carry out assigned functions, including the design of overall plans and strategies to meet Transmission Engineering goals, requirements and timeframes. The incumbent independently plans and carries out the work, including continual coordination of individuals and teams involved. Proposals, plans, and advisory services provided to the Vice President, Transmission Engineering and Technical Services are considered to be technically authoritative and work is reviewed for only for adherence to broad Transmission Engineering objectives.

Factor 3 - Guidelines

Level 3-5

650 Points

Guidelines consist of national regulatory requirements and standards issued by FERC and NERC; Department of Energy large transmission project rules and permitting processes; BPA and Transmission Engineering administrative and operational policies, goals, and objectives; procedural guidelines and concepts governing design and project management work; guidelines applicable to business management, including business case preparation; financial planning and decision-making, risk assessment, strategic programming, acquisition, internal controls, process management, and management and utilization of software to support work processes. These guidelines contain broadly stated program goals that require considerable interpretation and adaptation in order to design specific approaches to planning and achieving desired outcomes. Administrative policies and precedents provide a basic outline of the results desired but cannot serve as a guide to structuring the specific methods and approaches needed in case-by-case situations to achieve long-term objectives. In addition, the employee will refine or develop more specific guidelines for use by others within Transmission Services or recommend criteria for measuring and improving project and program management activities.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

Factor 4 - Complexity

Level 4-6

450 Points

The Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation is responsible for leading the development and execution of a multi-year Transmission Engineering design transformation vision and related initiatives to align, integrate, and enhance Transmission Engineering design (Operating Model, Processes, Data/Information and Technology, and Culture). The Director of Primary Capacity Model (PCM) Transformation provides leadership required to improve the Transmission Engineering design and the overall capability to optimize the delivery and performance of design and their related equipment.

The work consists of projects that require analyzing interrelated Transmission Engineering functions, issues, systems, and processes associated with engineering design. Assignments require developing detailed plans, goals, and objectives for the long-term implementation and administration of the Transmission Engineering design program and developing criteria for measuring the effectiveness of the program. Decisions about how to proceed in planning, organizing and conducting projects and analyses are complicated by conflicting and/or changing program or project objectives, plans, or requirements. Options, recommendations, and conclusions take into account and give appropriate weight to unknown factors affecting the data and other variables that impact long-term project performance and execution. The work is complicated by the need to deal with subjective concepts such as value judgments and data that is not always readily available. Options, recommendations, and conclusions developed by the employee take into account and give appropriate weight to uncertainties about the data and other variables that affect long-range program performance. The employee develops new information and recommends criteria to measure and evaluate portfolio accomplishments, and develops methods to improve the effectiveness with which long-term project management activities are managed and executed.

Factor 5 - Scope and Effect

Level 5-6

450 Points

The Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation is responsible for leading the development and execution of a multi-year Transmission Engineering design transformation vision and related initiatives to align, integrate, and enhance Transmission Engineering design (Operating Model, Processes, Data/Information and Technology, and Culture). Transmission Engineering provides engineering design for the transmission assets of Federal Columbia River Power System (FCRPS) including transmission system planning, design, construction, operations, and maintenance. The work involves planning and leading major, comprehensive projects and initiatives associated with Transmission Engineering design strategies, objectives, programs, and systems. The work involves directing, planning, leading, and executing operating model business policy & process transformation, information technology systems, strategy & initiatives, engineering design (data) strategy & initiatives. The results of the work affects the long-term administration and operation of Transmission Services and the effectiveness of activities across Transmission and corporate partners. This position's role and responsibility is critical to planning and ensuring that Transmission Engineering design programs are properly aligned and integrated to ensure efficient and effective accomplishment of Transmission Engineering mission. The impact of decisions, proposals, and recommendations made in this position nearly every major programmatic and function within Transmission Engineering.

Factor 6 - Personal Contacts/Factor 7 - Purpose of Contacts

330 Points

Persons Contacted

Level 6-4

Personal contacts are with employees, managers and executive-level personnel in BPA and other Federal agencies; State and local authorities, including elected and appointed officials; large regional and national public and privately-owned utilities, manufacturers and providers of goods and services utilized by BPA; private industry; consultants, contractors and public groups; and any appropriate regulatory organizations. The incumbent participates as a technical expert in intra-agency committees and working groups for resolving critical problems associated with the expansion of BPA transmission system

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

infrastructure and asset management. Participates in meetings, or presentations involving broad problems or issues of significant consequence or importance to BPA and Transmission Services programs and recognizes.

Purpose of Contacts

Level 7d

The purpose of these contacts is to influence, motivate, or persuade BPA executives and program managers and external interested parties to accept proposed strategies, operational and/or business process and system recommendations, or organizational restructuring proposals and/or justify and defend proposed actions to external stakeholders to take action related to BPA activities associated with planning, designing, and constructing BPA transmission infrastructure. Intense opposition or resistance is encountered due to significant competing objectives, major resource limitations or reductions, or comparable issues. The persons contacted are sufficiently skeptical or uncooperative, requiring highly developed communication, negotiation, conflict resolution, leadership and similar skills to obtain the desired results.

Factor 8 - Physical Demands

Level 8-1

5 Points

The work is primarily sedentary, although some slight physical effort may be required.

Factor 9 - Work Environment

Level 9-1

5 Points

Work is typically performed in an adequately lighted and climate-controlled office. May require occasional travel.

Other Significant Facts Pertaining to This Position Are:

Per DOE Order 326.1, this position is required to file a Confidential Financial Disclosure Report

Upon classification of this PD, it has been determined that this position meets the definition of the SSR for generation and/or transmission of electrical power.

CLASSIFICATION SUMMARY:

CLASSIFICATION STANDARD(S) USED:

OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008.

FACTOR LEVELS AND POINTS

POINT RANGE: 4055 and above
TOTAL POINTS: 4090
GRADE: GS-15

FINAL CLASSIFICATION: Mechanical Engineer, GS-0830-15

POSITION DESCRIPTION (Please Read Instructions on the Back)

1. Agency Position No.
J09268

2. Reason for Submission <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other		3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field		4. Employing Office Location Portland, OR		5. Duty Station Various, US		6. OPM Certification No.	
Explanation (Show any positions replaced) Incumbent-only allocation; Impact of Person				7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input checked="" type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
				10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive	
								13. Competitive Level Code GS-0855-15-002	
								14. Agency Use TE	

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment	Interdisciplinary Engineer: Civil; Electrical; Electronics; Mechanical	GS	0810/30/50/55	15		
c. Second Level Review						
d. First Level Review						
e. Recommended by Supervisor or Initiating Office	Interdisciplinary Engineer: Civil; Electrical; Electronic; Mechanical	GS	0810/30/50/55	15		

16. Organizational Title of Position (if different from official title)

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment Department of Energy	c. Third Subdivision Transmission Engineering & Technical Services (TE)
a. First Subdivision Bonneville Power Administration	d. Fourth Subdivision
b. Second Subdivision Transmission Services (T)	e. Fifth Subdivision
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.	
Signature of Employee (optional)	

20. **Supervisory Certification.** I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor Michael Miller, Vice President, Engineering and Technical Services	b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)
Signature Mike P. Miller Digitally signed by Mike P. Miller Date: 2024.06.21 06:39:43 -07'00'	Signature Date

21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.	22. Position Classification Standards Used in Classifying/Grading Position OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008
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Typed Name and Title of Official Taking Action Jonathan Makela, HR Specialist (Classification)	Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.
Signature JONATHAN MAKELA Digitally signed by JONATHAN MAKELA Date: 2024.06.21 08:43:26 -07'00'	Signature Date

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier										

24. Remarks
Job Codes:J09265(810); J09266(830); J09267(850); J09268(0855) EEOC:2 PATCO:P BUS:8888 SOC:UE PMRS:5 FPL:15 Funct Code:91 Cybersec Code:000 DT/AT:No PM:1

25. Description of Major Duties and Responsibilities (See Attached)

Instructions for Completing Optional Form 8

POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

- *1. Enter position number used by the agency for control purposes. See FPM Chapter 312, Subchapter 3.
- *2. Check one.
- "Redescription" means the duties and/or responsibilities of an existing position are being changed.
 - "New" means the position has not previously existed.
 - "Reestablishment" means the position previously existed, but had been cancelled.
 - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
 - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
3. Check one.
- *4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- *5. Enter geographical location if different from that of #4.
6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- *7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
11. Check one.
- A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
 - A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.
12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.
13. Enter competitive level code for use in reduction-in-force actions. See FPM Chapter 351.
14. Agencies may use this block for any additional coding requirement.
- *15. Enter classification/job grading action.
- For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
 - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
 - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. **For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)."** The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
16. Enter the organizational, functional, or working title if it differs from the official title.
17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- *18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- *20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- *21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- *25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

**Interdisciplinary: Civil Engineer; Mechanical Engineer;
Electrical Engineer; Electronics Engineer
GS-0810/0830/0850/0855-15**

Job Codes:

J09265 (0810)

J09266 (0830)

J09267 (0850)

J09268 (0855)

Position Description

TE

Position History:

New

Introduction:

This position is located in the Transmission Services (T) organization within the Bonneville Power Administration (BPA).

This position serves as the Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation and is responsible for leading the development and execution of a multi-year Transmission Engineering-wide effort to transform BPA's engineering design practices. The Director of PCM & SCM Transformation provides leadership required to improve Transmission Engineering's design practices and the overall capability to execute Transmission capital projects. The incumbent provides strategic direction and expert leadership for Transmission Services to create lean business processes, improve engineering design information quality to facilitate condition, performance, risks, and costs evaluations of transmission design. The Director is responsible for developing and coordinating Transmission's Engineering design information systems strategy and roadmap to provide required functionality while striving to consolidate and optimize related support and cost.

Major Duties:

40% PCM & SCM Operating Model Business Policy & Process Transformation

- Formulate, integrate, and comprehensive, multi-year PCM & SCM strategies, policies, and processes.
- Designs and implements integrated framework to identify, evaluate, and implement Transmission Engineering business policies, practices and processes.
- Leads planning and collaboration activities with Transmission Engineering business units to drive business practice and process development and implementation.
- Develops and executes business process integration plans to drive Transmission Engineering alignment and accountability with clear roles and responsibilities, including enhancing integration with PPM Mod, SAALSA, Capital Acquisition Processes, Capital targets, and other cross-Transformation initiatives and programs.
- Plans and leads Transmission Engineering design policy, technology, and business process requirements analysis across Transmission Engineering.
- Plan, lead, and manage restructuring and expansion of PCM and SCM program elements, including organizational structure and team composition.
- Plan, lead, and execute comprehensive PCM and SCM programmatic reviews and evaluations to identify, develop, and implement operational and systems enhancements.

30% Information Technology Systems, Strategy & Initiatives

- Determines Transmission Engineering strategy and approaches to lead Transmission Engineering design information systems maturation and optimization.
- Formulates design engineering policy and governance strategies, plans, and processes.
- Plans and executes multi-year initiatives to align and streamline Transmission Engineering design information systems plans, systems, and business processes.
- Leads and drives engineering design systems planning and project prioritization.
- Plans and leads initiatives to specify, select, and integrate engineering design Information systems and solutions consolidation.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

30% Engineering Design Information (Data) Strategy & Initiatives

- Formulates and leads implementation of engineering design strategies and plans aligned with Transmission Engineering business objectives to improve the accuracy, completeness and access to design data.
- Designs and leads the execution of plans and projects to establish and implement an engineering design program in Transmission Engineering to identify and resolve the data needs, gaps and informs consolidation efforts.
- Lead the formalization of establish sources of records, data mapping, and data management processes and procedures with appropriate and governance to create a single engineering repository for design data.

Perms other duties, as assigned.

Classification Criteria:

Factor 1 - Knowledge Required by the Position

Level 1-8

1550 Points

Mastery of, and ability to interpret and apply, a wide range of concepts, laws, policies, principles, regulations, precedents, and practices applicable to the Transmission Engineering design program; of Transmission Engineering strategic business plans, operational requirements, engineering design strategies of the major business plans, issues, program goals and objectives, work processes; and of Transmission Engineering administrative operations sufficient to design and implement engineering design strategies, policies, processes, systems, functions, and plans and to serve as a recognized technical expert on engineering design, providing authoritative advice, counsel, and guidance to BPA managers on its implementation within BPA.

Mastery of, and ability to interpret and apply, a wide range of concepts, laws, policies, principles, regulations, precedents, and practices applicable to business management, including integrated financial, risk, strategic, and engineering decision-making; investment and budget planning; performance management; Supply Chain management and project management sufficient to ensure the coordination of an integral strategy and approach to the assessment and implementation of the Transmission Engineering design program, processes, systems, and projects and their potential impact on the success of Transmission Engineering's mission.

Comprehensive knowledge of, and skill in applying, project management principles, methods, and practices including capital planning and investment assessment; contracting/procurement; cost-benefit analysis; financial management; planning and evaluating; developing, scheduling, coordinating, and managing projects and resources, including monitoring and inspecting costs, work, and contractor performance; quality assurance; requirements analysis and risk management sufficient to directly manage projects in support of BPA's mission.

Mastery of and ability to interpret and apply the principles and concepts of process design and management to study and evaluate current processes, design new or adapt existing processes, and provide management advice on process development and implementation within the Transmission Engineering design functions.

Mastery of and skill in the application of a wide range of qualitative and/or quantitative methods for assessment and improvement of complex Transmission Engineering design programs, functions, and processes.

Mastery of, and skill in, applying, business process engineering concepts and methods sufficient to lead/conduct studies designed to identify potential improvements in Transmission Engineering design business processes and systems.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

Mastery of, and skill in applying, analytical and evaluative techniques sufficient to identify and resolve complex issues or problems, to identify alternative courses of action, modify standard procedures to satisfy specialized requirements, and solve a variety of problems, including those requiring significant departures from previous approaches.

Knowledge of engineering design legislative/regulatory frameworks, e.g., NERC, FERC, data governance structures/frameworks to plan, lead, and execute Transmission Engineering design projects and initiatives.

Skill in effective communication, both verbally and in writing, to develop and deliver briefings, project papers, status/staff reports, and correspondence in order to foster understanding and acceptance of findings and recommendations and present, explain, and defend controversial policies and to persuade BPA program managers and other decision making officials with widely differing goals and interests to follow a recommended course of action consistent with established policies, objectives, and regulations.

Ability to apply consensus building, negotiating, coalition building, and conflict resolution techniques sufficient to establish and maintain effective relationships and to interact appropriately in highly charged emotional situations for the purpose of influencing managers or other officials to accept and implement findings and recommendations for justifying and resolving matters involving significant or controversial issues.

Knowledge of the elements of team effectiveness such as group dynamics, roles and responsibilities in building and sustaining the team, managing individual differences and conflicts collaboratively, overcoming barriers to team performance, effective listening and response, and group decision making and problem solving sufficient to work effectively as a team leader or member to meet program and production goals and to make a significant contribution to improving how the team functions.

Factor 2 - Supervisory Controls

Level 2-5

650 Points

The incumbent in this position is subject only to the administrative direction of the Vice President, Transmission Engineering and Technical Services. The Vice President, Transmission Engineering and Technical Services outlines overall objectives and available resources. The work will be evaluated for compatibility with overall management objectives, i.e., transformation of Transmission Engineering design program. The incumbent will determine the approaches and methods necessary to carry out assigned functions, including the design of overall plans and strategies to meet Transmission Engineering goals, requirements and timeframes. The incumbent independently plans and carries out the work, including continual coordination of individuals and teams involved. Proposals, plans, and advisory services provided to the Vice President, Transmission Engineering and Technical Services are considered to be technically authoritative and work is reviewed for only for adherence to broad Transmission Engineering objectives.

Factor 3 - Guidelines

Level 3-5

650 Points

Guidelines consist of national regulatory requirements and standards issued by FERC and NERC; Department of Energy large transmission project rules and permitting processes; BPA and Transmission Engineering administrative and operational policies, goals, and objectives; procedural guidelines and concepts governing design and project management work; guidelines applicable to business management, including business case preparation; financial planning and decision-making, risk assessment, strategic programming, acquisition, internal controls, process management, and management and utilization of software to support work processes. These guidelines contain broadly stated program goals that require considerable interpretation and adaptation in order to design specific approaches to planning and achieving desired outcomes. Administrative policies and precedents provide a basic outline of the results desired but cannot serve as a guide to structuring the specific methods and approaches needed in case-by-case situations to achieve long-term objectives. In addition, the employee will refine or develop more specific guidelines for use by others within Transmission Services or recommend criteria for measuring and improving project and program management activities.

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

Factor 4 - Complexity

Level 4-6

450 Points

The Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation is responsible for leading the development and execution of a multi-year Transmission Engineering design transformation vision and related initiatives to align, integrate, and enhance Transmission Engineering design (Operating Model, Processes, Data/Information and Technology, and Culture). The Director of Primary Capacity Model (PCM) Transformation provides leadership required to improve the Transmission Engineering design and the overall capability to optimize the delivery and performance of design and their related equipment.

The work consists of projects that require analyzing interrelated Transmission Engineering functions, issues, systems, and processes associated with engineering design. Assignments require developing detailed plans, goals, and objectives for the long-term implementation and administration of the Transmission Engineering design program and developing criteria for measuring the effectiveness of the program. Decisions about how to proceed in planning, organizing and conducting projects and analyses are complicated by conflicting and/or changing program or project objectives, plans, or requirements. Options, recommendations, and conclusions take into account and give appropriate weight to unknown factors affecting the data and other variables that impact long-term project performance and execution. The work is complicated by the need to deal with subjective concepts such as value judgments and data that is not always readily available. Options, recommendations, and conclusions developed by the employee take into account and give appropriate weight to uncertainties about the data and other variables that affect long-range program performance. The employee develops new information and recommends criteria to measure and evaluate portfolio accomplishments, and develops methods to improve the effectiveness with which long-term project management activities are managed and executed.

Factor 5 - Scope and Effect

Level 5-6

450 Points

The Director of Primary Capacity Model (PCM) and Secondary Capacity Model (SCM) Transformation is responsible for leading the development and execution of a multi-year Transmission Engineering design transformation vision and related initiatives to align, integrate, and enhance Transmission Engineering design (Operating Model, Processes, Data/Information and Technology, and Culture). Transmission Engineering provides engineering design for the transmission assets of Federal Columbia River Power System (FCRPS) including transmission system planning, design, construction, operations, and maintenance. The work involves planning and leading major, comprehensive projects and initiatives associated with Transmission Engineering design strategies, objectives, programs, and systems. The work involves directing, planning, leading, and executing operating model business policy & process transformation, information technology systems, strategy & initiatives, engineering design (data) strategy & initiatives. The results of the work affects the long-term administration and operation of Transmission Services and the effectiveness of activities across Transmission and corporate partners. This position's role and responsibility is critical to planning and ensuring that Transmission Engineering design programs are properly aligned and integrated to ensure efficient and effective accomplishment of Transmission Engineering mission. The impact of decisions, proposals, and recommendations made in this position nearly every major programmatic and function within Transmission Engineering.

Factor 6 - Personal Contacts/Factor 7 - Purpose of Contacts

330 Points

Persons Contacted

Level 6-4

Personal contacts are with employees, managers and executive-level personnel in BPA and other Federal agencies; State and local authorities, including elected and appointed officials; large regional and national public and privately-owned utilities, manufacturers and providers of goods and services utilized by BPA; private industry; consultants, contractors and public groups; and any appropriate regulatory organizations. The incumbent participates as a technical expert in intra-agency committees and working groups for resolving critical problems associated with the expansion of BPA transmission system

Incumbent-Only Allocation – Position to be abolished or reclassification when vacated.

infrastructure and asset management. Participates in meetings, or presentations involving broad problems or issues of significant consequence or importance to BPA and Transmission Services programs and recognizes.

Purpose of Contacts

Level 7d

The purpose of these contacts is to influence, motivate, or persuade BPA executives and program managers and external interested parties to accept proposed strategies, operational and/or business process and system recommendations, or organizational restructuring proposals and/or justify and defend proposed actions to external stakeholders to take action related to BPA activities associated with planning, designing, and constructing BPA transmission infrastructure. Intense opposition or resistance is encountered due to significant competing objectives, major resource limitations or reductions, or comparable issues. The persons contacted are sufficiently skeptical or uncooperative, requiring highly developed communication, negotiation, conflict resolution, leadership and similar skills to obtain the desired results.

Factor 8 - Physical Demands

Level 8-1

5 Points

The work is primarily sedentary, although some slight physical effort may be required.

Factor 9 - Work Environment

Level 9-1

5 Points

Work is typically performed in an adequately lighted and climate-controlled office. May require occasional travel.

Other Significant Facts Pertaining to This Position Are:

Per DOE Order 326.1, this position is required to file a Confidential Financial Disclosure Report

Upon classification of this PD, it has been determined that this position meets the definition of the SSR for generation and/or transmission of electrical power.

CLASSIFICATION SUMMARY:

CLASSIFICATION STANDARD(S) USED:

OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008.

FACTOR LEVELS AND POINTS

POINT RANGE: 4055 and above

TOTAL POINTS: 4090

GRADE: GS-15

FINAL CLASSIFICATION: Mechanical Engineer, GS-0830-15

POSITION DESCRIPTION (Please Read Instructions on the Back)

1. Agency Position No.
J09454

2. Reason for Submission <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other		3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field		4. Employing Office Location Portland, OR		5. Duty Station Various, US		6. OPM Certification No.	
Explanation (Show any positions replaced)				7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input checked="" type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)				11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input checked="" type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive		13. Competitive Level Code GS-1101-15-007	
								14. Agency Use P	

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment	Columbia River Treaty Lead Negotiator	GS	1101	15		
c. Second Level Review						
d. First Level Review						
e. Recommended by Supervisor or Initiating Office	Columbia River Treaty Lead Negotiator	GS	1101	15		

16. Organizational Title of Position (if different from official title)

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment
Department of Energy (DOE)

a. First Subdivision
Bonneville Power Administration (BPA)

b. Second Subdivision
Power Services (P)

19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.

c. Third Subdivision

d. Fourth Subdivision

e. Fifth Subdivision

Signature of Employee (optional)

20. **Supervisory Certification.** I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor
Suzanne B. Cooper
Senior Vice President, Power Services

b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)

Signature: **(b) (6)** Digitally signed by SUZANNE COOPER Date: 11/14/2024

Signature: _____ Date: _____

21. **Classification Certification.** I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position
OPM HOG GS-1100 Family, 08/2009; OPM PCS Public Affairs Series, GS-1035, TS-53, July 1981

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

Typed Name and Title of Official Taking Action
Sean T. Parker
Supervisory HR Specialist (Classification), HP

Signature: **SEAN PARKER** Digitally signed by SEAN PARKER Date: 2024.11.15 14:23:30 -07'00' Date: 11/15/2024

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier										

24. Remarks
Job Code: J09454 EEOC: 2 PATCO: A BUS: 8888 SOC: UE PMRS: 8 FPL: 15 Functional Code: NA Cyber Security Code: 000 DT: NO; AT: NO PPM: 4

25. Description of Major Duties and Responsibilities (See Attached)

Instructions for Completing Optional Form 8

POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

- *1. Enter position number used by the agency for control purposes. See FPM Chapter 312, Subchapter 3.
- *2. Check one.
- "Redescription" means the duties and/or responsibilities of an existing position are being changed.
 - "New" means the position has not previously existed.
 - "Reestablishment" means the position previously existed, but had been cancelled.
 - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
 - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
3. Check one.
- *4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- *5. Enter geographical location if different from that of #4.
6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- *7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
11. Check one.
- A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
 - A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.
12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.
13. Enter competitive level code for use in reduction-in-force actions. See FPM Chapter 351.
14. Agencies may use this block for any additional coding requirement.
- *15. Enter classification/job grading action.
- For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
 - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
 - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. **For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)."** The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
16. Enter the organizational, functional, or working title if it differs from the official title.
17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- *18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- *20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- *21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- *25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

This position description is temporary and will be abolished upon completion of the Columbia River Treaty negotiation with a projected end date of no later than 27 February 2027.

Columbia River Treaty Lead Negotiator
GS-1101-15
Job Code: J09454
Related Job Codes: NA

Position Description
P
Position History: New

INTRODUCTION

This position is located within Power Services (P), Bonneville Power Administration (BPA). The purpose of this position is to serve as the Columbia River Treaty Lead Negotiator. It prepares and advocates for power specific strategies to achieve Bonneville objectives for various levels of United States internal decision making – within the Treaty negotiations team, at interagency policy meetings chaired by the National Security Council and with Canada in direct negotiations. It facilitates and advocates for broader United States decisions and positions needed to advance a full United States strategy and Treaty outcomes on a timeline effective for Bonneville interests.

MAJOR DUTIES

1 (75%) Lead BPA Negotiator for the Columbia River Treaty (Treaty)

Prepares and advocates for power specific strategies to achieve Bonneville objectives for various levels of United States internal decision making – within the Treaty negotiations team, at interagency policy meetings chaired by the National Security Council and with Canada in direct negotiations.

Facilitates and advocates for broader United States decisions and positions needed to advance a full United States strategy and Treaty outcomes on a timeline effective for Bonneville interests.

Coordinates with United States Army Corps of Engineers, Department of Interior, and National Oceanic and Atmospheric Administration policy makers to advance power specific and general requirements to achieve beneficial Treaty outcomes.

Communicates and coordinates with Department of Energy leadership to Treaty negotiation strategy and the logistics to arrive at US Government positions and decisions, secure White House support and integrate with Department of Energy priorities. Provides briefings, white papers, and technical analysis summaries up to and including the Secretary of Energy.

Coordinates Treaty strategy with the BPA Administrator, Front Office, Senior Vice President of Power Services, and BPA Washington, D.C. office to provide state awareness on the issues with Canada and in the Interagency process to integrate Treaty strategy with broader BPA strategies.

Works with Congressional members and staff to broaden the understanding of Treaty issues and to advance the resolution of Treaty issues. Responds to requests for information and briefings with the State Department or Department of Energy coordination where appropriate.

2. (25%) Customer, Stakeholder, and sovereign coordination

Responds as appropriate to Public Power and Mid-Columbia utility requests for information on the Columbia River Treaty base case and the issues under negotiation.

Coordinates as appropriate with Mid-Columbia utility general managers and technical staff on the opportunities and risks for mid-Columbia dam operations under different Treaty futures along with the related obligations associated with those operations.

Facilitates Mid-Columbia engagement with the State Department as appropriate to encourage their input and ultimate acceptance of negotiation outcomes.

This position description is temporary and will be abolished upon completion of the Columbia River Treaty negotiation with a projected end date of no later than 27 February 2027.

Expert skill representing BPA to the community at large by establishing and maintaining effective working relationships with key community groups, including other Federal agencies, customers, landowners, non-profits, Tribes, constituents, business groups and public schools.

Expert knowledge of a wide range of administrative laws, policies, regulations, precedents applicable to the administration of BPA programs and legal and regulatory compliance sufficient to serve as a recognized technical expert on compliance initiatives and to determine the intent of applicable guidelines, formulate interpretations in the form of implementing policy and guidelines, and provide comprehensive management advisory services on substantive functions.

Factor 2 - Supervisory Controls: Level 2-5 650 Points

The incumbent reports directly to the Senior Vice President, Power Services, who provides broad objectives and priorities and expects the incumbent to effectively coordinate assigned activities, communicate the Administrator's objectives and priorities, and keep the Administrator informed of all controversial and significant issues. The incumbent is given broad discretion in the exercise of major duties. The incumbent assumes responsibility for planning, coordinating and carrying out negotiations and other initiatives and informs the Administrator of progress. The work is considered technically authoritative and is normally accepted without significant change. The incumbent is frequently in direct working relationship with the Administrator/CEO, Deputy Administrator/CEO, Chief Operating Officer, Vice Presidents, officials of Federal Agencies, representatives of Tribes, officials of State and local governments, privately and publicly owned utilities, and Congressional delegations and committees. Performance is evaluated in terms of the incumbent's effectiveness in providing executive-level leadership and coordination of work efforts, producing measurable strategic results, and achieving BPA's stated strategic objectives. Work is discussed and examined periodically by the Deputy Administrator to confirm that it meets the Administrator's stated objectives. The incumbent is subject to administrative and broad policy direction from the Deputy Administrator. Because of the incumbent's recognized technical expertise, the incumbent is able to represent the Administrator and make commitments when necessary.

Factor 3 – Guidelines Level 3-5 650 Points

Guidelines consist of policy statements concerning the issue or problem being studied and may include reference to pertinent legislative history, related court decisions, state and local laws, or policy initiatives of agency management. The incumbent must exercise considerable judgment in interpreting and adapting existing precedents and in developing new or improved approaches to analyze, develop, and present authoritative information or analyses on controversial and regionally important subjects to persons with conflicting views. The methods and procedures developed often serve as precedents for other individuals.

Factor 4 – Complexity Level 4-6 450 Points

Conceives, plans, and conducts studies of problems and policy proposals pertaining to the Columbia River Treaty. Problems often involve numerous complex interrelationships and competing and powerful interests, thus requiring definition of the problems and development of unique methodological approaches to their solution. The analyst provides on-the-spot authoritative information and helps plan hearings and develops legislative responses to problems of national or international scope. Anticipates the need for policy studies and advises relevant committees of the need for study of long-range problems.

Factor 5 - Scope and Effect Level 5-5 325 Points

The purpose of the work is to analyze and evaluate major substantive, mission-oriented issues pertaining to the Columbia River Treaty, including providing authoritative information and

This position description is temporary and will be abolished upon completion of the Columbia River Treaty negotiation with a projected end date of no later than 27 February 2027.

analysis, either written or oral, which identifies, interprets, and develops alternatives and options. This may include the development of long-range programs plans, goals, objectives, and milestones, or evaluating the effectiveness of programs conducted throughout an organization. The work involves identifying and developing ways to resolve problems or cope with issues which directly affect the accomplishment of principal program goals and objectives.

Factor 6 - Personal Contacts Level 6-3 60 Points

Personal contacts are with a variety of individuals both internal and external to Bonneville. Internal contacts include Bonneville top management officials as well as individuals throughout the organization. External contacts include management officials of other agencies, public/private utilities, congressional staff members, members of the media, etc. These contacts are unstructured and characterized by the need to establish parameters, etc.

Factor 7 - Purpose of Contacts Level 7-3 120 Points

Contacts are primarily to provide and present information regarding complex policy issues, participate in conferences, meetings, or presentations involving problems or public policy issues with great sensitivity or importance; to identify emerging issues, etc.

Factor 8 - Physical Demands Level 8-1 5 Points

The work is sedentary, although some slight physical effort may be required in stooping, kneeling, bending, etc.

Factor 9 - Work Environment Level 9-1 5 Points

The work is performed in an office setting with adequate heating, lighting, and air ventilation.

Other Significant Facts Pertaining To This Position:

- Per DOE Order 326.1, this position is required to file a Confidential Financial Disclosure Report.
- May be required to travel occasionally.

Classification Summary:

CLASSIFICATION STANDARD(S) USED:

1. OPM Handbook of Occupational Groups and Families, Definition for GS-1100 – Business and Industry Group, August 2009.
2. OPM Position Classification Standard, Public Affairs Series, GS-1035, TS-53, July 1981.
3. Introduction to the Position Classification Standards, TS-134, July 1995 and TS-107, August 1991, revised August 2009.

FACTOR LEVELS AND POINTS:

POINT RANGE: 4055 - Up
TOTAL POINTS: 4115
GRADE: GS-15

FINAL CLASSIFICATION: Columbia River Treaty Lead Negotiator, GS-1101-15

POSITION DESCRIPTION <i>(Please Read Instructions on the Back)</i>							1. Agency Position No. J09483		
2. Reason for Submission <input checked="" type="checkbox"/> Redescription <input type="checkbox"/> New <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other <i>Explanation (Show any positions replaced)</i>		3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field		4. Employing Office Location Portland, OR		5. Duty Station Various, US		6. OPM Certification No.	
7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt				8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input checked="" type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted <i>(Specify in Remarks)</i> <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)				11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive		13. Competitive Level Code GS-0810-15-002	
15. Classified/Graded by		Official Title of Position			Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management									
b. Department, Agency or Establishment		Civil Engineer (Structural)			GS	0810	15		
c. Second Level Review									
d. First Level Review									
e. Recommended by Supervisor or Initiating Office		Civil Engineer (Structural)			GS	0810	15		
16. Organizational Title of Position <i>(if different from official title)</i>					17. Name of Employee <i>(if vacant, specify)</i>				
18. Department, Agency, or Establishment Department of Energy					c. Third Subdivision Transmission Engineering and Technical Services (TE)				
a. First Subdivision Bonneville Power Administration					d. Fourth Subdivision Transmission Line and Civil Works Engineering (TEL)				
b. Second Subdivision Transmission Services (T)					e. Fifth Subdivision				
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.					Signature of Employee <i>(optional)</i>				
20. Supervisory Certification. <i>I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that</i>					<i>this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.</i>				
a. Typed Name and Title of Immediate Supervisor Richard A Becker, Supervisory Electrical Engineer					b. Typed Name and Title of Higher-Level Supervisor or Manager <i>(optional)</i>				
Signature RICHARD BECKER		Digitally signed by RICHARD BECKER Date: 2024.12.16 15:00:51 -08'00'		Date 12/16/2024		Signature		Date	
21. Classification/Job Grading Certification. <i>I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.</i>					22. Position Classification Standards Used in Classifying/Grading Position OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008.				
Typed Name and Title of Official Taking Action Sarah E. Stevens, HR Specialist (Classification)					Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.				
Signature SARAH STEVENS		Digitally signed by SARAH STEVENS Date: 2025.01.13 09:50:57 -06'00'		Date					
23. Position Review		Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee <i>(optional)</i>									
b. Supervisor									
c. Classifier									
24. Remarks FPL GS-15									
25. Description of Major Duties and Responsibilities <i>(See Attached)</i>									

Instructions for Completing Optional Form 8

POSITION DESCRIPTION

In order to comply with the requirements of FPM Chapter 295, subchapter 3, and other provisions of the FPM, agencies must complete the items marked by an asterisk. Agencies may determine what other items are to be used.

- *1. Enter position number used by the agency for control purposes. See FPM Chapter 312, Subchapter 3.
- *2. Check one.
- "Redescription" means the duties and/or responsibilities of an existing position are being changed.
 - "New" means the position has not previously existed.
 - "Reestablishment" means the position previously existed, but had been cancelled.
 - "Other" covers such things as change in title or occupational series without a change in duties or responsibilities.
 - The "Explanation" section should be used to show the reason if "Other" is checked, as well as any position(s) replaced by position number, title, pay plan, occupational code, and grade.
3. Check one.
- *4. Enter geographical location by city and State (or if position is in a foreign country, by city and country).
- *5. Enter geographical location if different from that of #4.
6. To be completed by OPM when certifying positions. (See Item 15 for date of OPM certification.) For SES and GS-16/18 positions and equivalent, show the position number used on OPM Form 1390 (e.g., DAES0012).
- *7. Check one to show whether the incumbent is exempt or nonexempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. See FPM Chapter 551.
8. Check box if statement is required. See FPM Chapter 734 for the Executive Personnel Financial Disclosure Report, SF 278. See FPM Chapter 735, Subchapter 4, for the Employment and Financial Interests Statement.
9. Check one to show whether Identical Additional positions are permitted. See FPM Chapter 312, Subchapter 4. Agencies may show the number of such positions authorized and/or established after the "Yes" block.
10. Check one. See FPM Chapter 212 for information on the competitive service and FPM Chapter 213 for the excepted service. For a position in the excepted service, enter authority for the exception, e.g., "Schedule A-213.3102(d)" for Attorney positions excepted under Schedule A of the Civil Service Regulations. SES (Gen) stands for a General position in the Senior Executive Service, and SES (CR) stands for a Career Reserved position.
11. Check one.
- A "Supervisory" position is one that meets the requirements for a supervisory title as set forth in current OPM classification and job-grading guidance. Agencies may designate first-level supervisory positions by placing "1" or "1st" after "Supervisory."
 - A "Managerial" position is one that meets the requirements for such a designation as set forth in current OPM classification guidance.
12. Check one to show whether the position is non-sensitive, noncritical sensitive, critical sensitive, or special sensitive for security purposes. If this is an ADP position, write the letter "C" beside the sensitivity.
13. Enter competitive level code for use in reduction-in-force actions. See FPM Chapter 351.
14. Agencies may use this block for any additional coding requirement.
- *15. Enter classification/job grading action.
- For "Official Title of Position," see the applicable classification or job grading standard. For positions not covered by a published standard, see the General Introduction to "Position Classification Standards," Section III, for GS positions, or FPM Supplement 512-1, "Job Grading System for Trades and Labor Occupations," Part 1, Section III.
 - For "Pay Plan code, see FPM Supplement 292-1, "Personnel Data Standards," Book III.
 - For "Occupational Code," see the applicable standard; or, where no standard has been published, see the "Handbook of Occupational Groups and Series of Classes" for GS positions, or FPM Supplement 512-1, Part 3, for trades and labor positions. For all positions in scientific and engineering occupations, enter the two-digit functional classification code in parentheses immediately following the occupational code, e.g., "GS-1310(14)." The codes are listed and discussed in the General Introduction to "Position Classification Standards," Section VI.
16. Enter the organizational, functional, or working title if it differs from the official title.
17. Enter the name of the incumbent. If there is no incumbent, enter "vacancy."
- *18. Enter the organizational location of the position, starting with the name of the department or agency and working down from there.
19. If the position is occupied, have the incumbent read the attached description of duties and responsibilities. The employee's signature is optional.
- *20. This statement normally should be certified by the immediate supervisor of the position. At its option, an agency may also have a higher-level supervisor or manager certify the statement.
- *21. This statement should be certified by the agency official who makes the classification/job grading decision. Depending on agency regulations, this official may be a personnel office representative, or a manager or supervisor delegated classification/job grading authority.
22. Enter the position classification/job grading standard(s) used and the date of issuance, e.g., "Mail and File, GS-305, May 1977."
23. Agencies are encouraged to review periodically each established position to determine whether the position is still necessary and, if so, whether the position description is adequate and classification/job grading is proper. See FPM Letter 536-1 (to be incorporated into FPM Chapter 536). This section may be used as part of the review process. The employee's initials are optional. The initials by the supervisor and classifier represent recertifications of the statements in items #20 and #21 respectively.
24. This section may be used by the agency for additional coding requirements or for any appropriate remarks.
- *25. Type the description on plain bond paper and attach to the form. The agency position number should be shown on the attachment. See appropriate instructions for format of the description and for any requirements for evaluation documentation, e.g., "Instructions for the Factor Evaluation System," in the General Introduction to "Position Classification Standards," Section VII.

Civil Engineer (Structural)
GS-0810-15
Job Code: J09483
Related Job Codes: N/A

Position Description
TEL
Position History:
Replaces J03573

INTRODUCTION

This position is in the Transmission Line & Civil Works Engineering (TEL), Transmission Engineering and Technical Services (TE), Transmission Services (T), Bonneville Power Administration (BPA).

The purpose of this position is to serve as the Principle Structural (seismic) Engineer and ultimate technical authority of the BPA on all structural policy and seismic mitigation efforts including PhD level research and subsequent development of novel solutions. Serves as the program manager for the Seismic Hardening program for reducing impact to society created by seismic events (earthquakes), and the associated loss of foundational support due to liquefaction of underlying soils. Responsible for developing and implementing a course of action (strategies and risk mitigation) and associated work plans to support the enhancement, replacement, refurbishment and design of transmission assets to reduce exposure to loss of electrical power infrastructure due to seismic events and associated damage causing elements, such as soils liquefaction and areas exposed to tsunamis induced flooding.

The incumbent provides technical leadership as the Principle Structural (seismic) Engineer for establishing and implementing design standards, maintenance standards, agency level policies, and procedures for structural engineering. Duties include support services for design, construction, and maintenance activities that assure reliable operation and availability of BPA's transmission infrastructure. The incumbent serves as BPA's representative and ultimate technical authority on national and international standards organizations responsible for structural and seismic standards and serves on standards committees and working groups as a lead subject matter expert and/or as the chairman or other leadership role. A PhD education level in civil/structural engineering, or equivalent as acquired by years of experience and specialized training specific to advanced structural engineering and seismic science, along with experience in applying civil and structural standards for seismic risk management and guiding research and researchers towards development of novel solutions is essential to performing the duties of the position.

DUTY 1: Technical Authority in Structural and Seismic Engineering 40% Critical

Plans, coordinates, and leads or carries out complex engineering studies and analyses related to the design of transmission lines, substations, and related facilities which include the specialty area of structural and seismic engineering where infrastructure survivability through seismic (earthquake) events is a critical need. Develops or facilitates the development of specialized analytical tools/equipment (e.g. software, measurement methods, instrumentation systems, etc.) in support of these studies.

Provides independent structural/seismic leadership with an emphasis on identifying and defining critical design parameters, selecting and recommending seismically tolerant design options, monitoring the technical approach, and reviewing final designs. The incumbent provides a broad

variety of specialized technical analysis and expertise for project development and to design teams who collaboratively develop complete and all-encompassing transmission facility designs. Work products include structural failure analyses, seismic hazard assessment, as needed specialized engineering services during emergency events, and damage assessments along with developing interim solutions for restoring functionality of electrical infrastructure and associated buildings and structures.

Performs Project Management and COR duties for contracted services utilized to help address areas of concern specific seismically induced hazards, such as, structural damage or failure, loss of foundation support due to liquefaction of soils, shear and lateral displacement of earth, and tsunami induced flooding.

The incumbent serves as a consultant, expert advisor and technical authority on structural/seismic issues related to high voltage transmission facilities to: BPA management; agency officials responsible for broad program operations; national and international standards bodies; nation and international research institutes; senior colleagues and technical staff; BPA customers; interconnected utilities and other agencies. Serves as the principal technical authority to Transmission Services executives in the development of BPA policies and direction associated with structural/seismic engineering and policy. Provides expert engineering input to BPA management and staff, state and local governments, other federal agencies, national committees, and other utilities for concerns involving the evaluation and safety impacts of structural and seismic hazards. Develops ratings, testing, and approval criteria for seismic qualifications of substation equipment.

Provides expert technical training and mentoring to BPA engineers and technical staff in the specialty area of structural and seismic engineering.

DUTY 2: Research and Development and Novel Solutions

30% Critical

Facilitates and/or oversees research and development leading to novel solutions to seismic (earthquake) risks to electrical power infrastructure. The research includes projects developed and executed by agency staff, research staff at universities, and through collaborative research institutions, such as EPRI, CEATI, and CIGRI. Oversees agency sponsored research projects of university specific to advancing structural and seismic sciences for societal benefit including continued development of study tools and predictive models, seismic capability analysis. Develops means of incorporating research results into use by the agency in the form of seismically resistant designs, material and equipment requirements, and one-of-a-kind novel solutions. By direct engagement, translates research results into use by standards making entities, such as, The National Electric Safety Code (NESC), American Society of Civil Engineers (ASCE), Institute of Electrical Engineers (IEEE); and National Electrical Safety Code (NESC).

Develops novel solutions through research efforts which are often first-of-a-kind, with ongoing research refining and improving economic benefits obtained over time. Works on research projects of the Department of Energy (DOE) and national labs, such as Idaho National Laboratory (INL).

Provides information and results sharing briefings to senior leadership in support of research efforts and application of results, and for developing budgetary requirements and negotiating funding of research and development projects. Manages research projects and contracts for structural design development of new transmission line structures; technical advancement of earthquake monitoring and impact study software tools; advancing engineered solutions to obtain seismic risk reduction.

DUTY 3: Standards, Design, and Asset Management

30% Critical

Develops engineering criteria and standards related to structural/seismic engineering associated with electric power transmission facilities and ensures that BPA design practices comply with appropriate BPA and industry standards. Participates on national and international standards committees where participation is essential to assure outcomes align with Transmission business objectives. Supports the design of new transmission lines and facilities to ensure structural/seismic designs meet seismic and structural requirements.

Represents Transmission Engineering, Engineering and Technical Services, Transmission Services and the BPA in conferences and meetings with other agencies, state and local authorities, private industry and public groups in efforts to develop policies, practices and projects for improving power system operation and to obtain all viewpoints regarding proposed programs or program changes to assure concerted action by all parties involved. Provides leadership in national and international technical committees and standards setting bodies, such as The National Electric Safety Code (NESC), American Society of Civil Engineers (ASCE), Institute of Electrical Engineers (IEEE); and National Electrical Safety Code (NESC) as a recognized authority in the specialty field. Maintains productive liaison with experts at other utilities, universities, research entities, and manufacturers for the sharing of current knowledge or recent developments in the field of expertise. Leads or participates as the agency technical expert for Structural (seismic) engineering in inter-agency and intra-agency committees and working groups for resolving critical problems in existing DOE-wide systems and programs requiring innovative solutions. Evaluates and makes recommendations concerning overall plans and proposals for major BPA, DOE and interagency projects and implementing workshops, presentations and/or briefings on technical topics. Maintains close technical relationships with other recognized world experts in the field to promote Transmission Services' technical influence to stay abreast of a rapidly changing industry.

Determines system needs for structural/seismic work in support of expansion, upgrades and additions, replacement, and maintenance and provides a comprehensive multi-year analysis and strategy to meet replacement program and operational requirements to eliminate, mitigate or manage risk throughout the asset's life cycle. Develops a comprehensive, strategic plan that supports transmission line and substation expansion, replacement, and maintenance program objectives and includes design and construction methods, technical requirements, applicable standards, material procurement, etc. Plans, conducts or facilitates seismic event impact studies for identifying the areas of need and benefits obtained from seismically hardening the electrical power system. These studies include failure analyses and structural/seismic hazard related studies and inform designs of elements to include in new and retrofit/rehabilitation projects. Determines priorities to meet action plans and long-term business strategies. Makes final decision on annual prioritization of structural/seismic work for the program.

Provides technical analysis of structural/seismic facets of transmission line and substation assets and coordinates with Functional Teams, TLM Foremen, District Managers, Substation Operators, Project Managers, and Program Managers of facilities and infrastructure on requirements and priorities for studies, analysis, and structural/seismic work impacting asset condition assessments and performance and cost trends. Communicates complex technical issues verbally and in writing to ensure that decisions reflect technical recommendations and support transmission line and substation program needs.

Provides supporting services to Asset Management Program Managers, Engineering Managers, and the Supply Chain enterprise in preparing annual forecasts for the structural/seismic program to ensure project requirements are met. Establishes responsibility for program cost estimates and schedules and is held accountable for meeting and monitoring program costs, accuracy of costs, schedules, and quality. Coordinates with engineering, customers, users, and program coordinators to ensure that operational and maintenance needs, construction issues, and material considerations are properly factored into the program plan and strategy. Makes final major program schedule and cost decisions and communicates these decisions to management.

Performs other duties as assigned.

Classification Criteria:**Factor 1- Knowledge Required by the Position****Level 1-9, 1850 points**

Mastery of skill in applying, expertise in advanced theories, principles, concepts, standards, and methods of civil engineering, structural/seismic engineering as they relate directly to BPA's facilities and requirements and sufficient familiarity with the related fields of seismic (earthquake) resiliency engineering, and risk mitigations, sufficient to serve as the technical authority for the BPA on all structural/seismic issues, seismic hazards and as the structural/seismic hardening program manager.

Mastery of skill in applying knowledge of the range of laws, policies, regulations, precedents, and national and international transmission line engineering standards and practices related to bulk transmission systems sufficient to serve as the BPA technical authority on all structural/seismic engineering matters related to bulk electric transmission systems.

Mastery of skill in applying expertise in structural/seismic and seismic analysis and design sufficient to develop and/or review and approve all BPA policies and standards and to lead structural/seismic engineering studies relating to the design and modification of transmission facilities.

Mastery of the techniques, principles, and policies of program/project management and contract administration, budgeting, and financial control sufficient to participate in all program/project management activities, including preparation of proposed plans, milestones, and schedules; preparation and execution of budgets; financial control; and administration and oversight of related contractor efforts.

Knowledge of related disciplines such as structural or project engineering in order to coordinate with specialists in those disciplines in carrying out assignments and to understand the ramifications of findings and actions for related equipment or systems.

Ability to communicate effectively both orally and in writing through reports, correspondence, briefings, presentations, and other media sufficient to influence, persuade, or motivate others to obtain the desired effect.

Factor 2 - Supervisory Controls

Level 2-5, 650 points

The supervisor provides administrative and policy direction in terms of broadly defined missions or functions at BPA. The employee independently plans and carries out projects including the selection of approaches and methods to be used. As the technical authority and principal structural/seismic engineer for Transmission Services, the incumbent receives only administrative supervision and has been delegated full technical authority and responsibility for managing all studies and analyses on all structural/seismic issues. The incumbent is responsible for defining objectives; interpreting policies promulgated by authorities which are senior to the immediate supervisor and determining their effect on program needs; independently planning, designing, and carrying out the work to be done; and providing authoritative advice and guidance to agency officials as it pertains to structural/seismic engineering, design, construction, and maintenance activities related to the operation and reliability of BPA's transmission infrastructure. The supervisor normally accepts work as being technically authoritative and normally accepts work without significant change or input.

Factor 3 - Guidelines

Level 3-5, 650 points

Guidelines are generally applicable, but the employee is also responsible for creating structural/seismic guidelines as part of the work products. Makes adaptations in dealing with unique problems and unusual situations. Guidelines utilized include technical manuals; DOE, BPA, NERC, FERC, and other regulatory agency policies, standards, directives, guidelines, and criteria; engineering texts; previous engineering specifications; and established methods. The employee also uses guidelines in the form of broad policy statements, executive orders, recent scientific findings, or reports, often ambiguous in nature and requiring extensive interpretation. The employee uses judgment and ingenuity and exercises broad latitude to interpret new or revised professional standards and codes, guidelines, policy statements, or regulations. Top agency management officials and senior staff recognize the employee as a technical authority on all structural/seismic issues and as the structural/seismic hardening program manager responsible for developing and implementing a course of action (strategies and risk mitigation) and an associated Structural/seismic work plan to support the replacement, refurbishment and/or sustaining transmission assets.

Factor 4 - Complexity

Level 4-6, 450 points

The work requires the incumbent to plan, coordinate, and lead or carry out complex engineering studies and analyses related to the design of transmission lines and related facilities in the specialty area of structural/seismic engineering. The incumbent's high visibility and ongoing working relationships with senior level managers and decision makers require judgment and ingenuity in maintaining objective, technically based program standards. The employee makes decisions and executes and/or directs actions exploring, reconciling, and resolving major uncertainties, unique situations, obscure problems, or conflicting objectives typically resulting

from the abstract nature of the concepts or the existence of serious conflicts among scientific requirements, technological developments, standards, program direction, and administrative requirements. The complexity of work assignments requires the incumbent to coordinate the efforts of multiple stakeholders and to balance serious conflicts among scientific requirements, technological developments, standards, program direction, and administrative requirements.

Factor 5 - Scope and Effect

Level 5-6, 450 points

The primary purpose of the work is to serve as the technical authority and principal structural/seismic engineer for Transmission Services, but includes support for facilities managed by other organizations, such as control centers and office buildings. The work involves analyzing, evaluating, and establishing viable long-term program plans, goals, and objectives supporting Bonneville's core mission. The work involves identifying and developing ways to resolve problems or cope with issues that directly affect BPA's Seismic and Liquefaction Mitigation Program and on structural/seismic issues related to high voltage transmission facilities and electrical power infrastructure. The work results affect the efficiency, feasibility, security, integrity, and safety of a wide range of agency activities and the activities of other organizations within a large geographic area and the work of other engineering, architecture, and scientific experts and high-level officials both within and outside BPA. The well-being of a substantial number of people and the development of desired outcomes for major aspects of the agency's engineering programs and missions are substantially impacted by this structural/seismic program work.

Factor 6 - Personal Contacts

Level 6-3, 60 points

Personal contacts are with a variety of individuals both internal and external to Bonneville. Internal contacts include Bonneville top management officials as well as individuals throughout the organization. External contacts include consultants, contractors, management officials of other agencies, public/private utilities, and representatives of professional associations, etc. These contacts are unstructured and characterized by the need to determine the role and authority of each party and to balance, negotiate, or discriminate between competing interests.

Factor 7 - Purpose of Contacts

Level 7-4, 220 points

Contacts are to influence managers or other officials to accept and implement findings and recommendations on structural/seismic and seismic program improvement and effectiveness. May encounter resistance due to such issues as organizational conflict, competing objectives, or resource problems. The work may involve active participation in conferences, meetings, hearings, or presentations involving broad problems or issues of considerable consequence or importance.

Factor 8 - Physical Demands

Level 8-1, 5 points

The work requires some physical exertion, such as long periods of crouching, bending, or standing, or recurring and considerable walking, often over rough, uneven or rocky surfaces, stooping, bending, and climbing in performing regular and periodic design, construction activities, field inspections, or to observe and study work operations. Work may also include infrequent lifting of moderately heavy items weighing less than 50 pounds (i.e., 23 kilograms), such as equipment and samples.

Factor 9 - Work Environment**Level 9-1, 5 points**

The work involves regular and recurring exposure to moderate risks, discomforts, and unpleasantness such as high noise levels, toxic or irritating chemicals, and adverse weather conditions at sites. Special safety precautions such as protective clothing and gear may be necessary. The employee may be required to travel approximately 5-10 days per month.

Other Significant Facts Pertaining To This Position Are:

1. EEOC: 2
 2. PATCOB: P
 3. Bargaining Unit: 8888
 4. SOC: UE
 5. PMRS: 5
 6. FPL: GS-15
 7. Cyber Security Code: 000
 8. DT/AT: No
 9. OGE Form 450, Financial Disclosure.
 10. Requires significant travel throughout the BPA service area.
 11. Requires a valid driver's license.
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CLASSIFICATION SUMMARY:

CLASSIFICATION STANDARD(S) USED: OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, GS-0800, November 2008.

FACTOR LEVELS AND POINTS:

POINT RANGE: 4055-up

TOTAL POINTS: 4340

GRADE: GS-15

FINAL CLASSIFICATION: Civil Engineer (Structural), GS-0810-15