



## MANAGER OF ENGINEERING

***Above all else, employees engage with and exhibit our Vision, Mission, and Values in all they accomplish and communicate on behalf of Southern Public Power District.***

### **VISION STATEMENT:**

*Powering a brighter future for our customers and communities while supporting public power in Nebraska.*

### **MISSION STATEMENT:**

*To safely provide our customers with highly reliable and competitively priced electricity, superior customer service and innovative energy solutions.*

### **VALUES STATEMENT:**

*We value our employee and customer opinions.*

*We work together to support, trust, and respect each other.*

*We conduct business in a safe and honest manner.*

*We do what is right, treat others the way we want to be treated and lead by example.*

*We strive for excellence.*

### **PRIMARY ROLE**

Provide direction to the Engineering Department to develop long and short-range planning associated with all major systems including sub-transmission, distribution, and substation design, improvements, and inspections. Exercises a high degree of decision-making that involves interpretation and application of District policy along with analysis of fact and circumstance. Has regular contact with other District staff, consultants, contractors, and customers requiring considerable tact and diplomacy.

### **SUPERVISION**

Receives general direction from Southern Public Power District Chief Executive Officer.

Supervises Electrical Engineers, Electro-Mechanical Specialists, Engineering Technicians, and staff and related contractors and consultants.

### **ESSENTIAL FUNCTIONS**

Within the limits of approved board policies, operating guidelines and procedures, assumes responsibility and has commensurate authority for the following activities:

**Directs all activities in the Engineering Department to maximize productivity and effectiveness in pursuit of strategic goals.**

- Supervises staff to include prioritizing and assigning work, conducting performance evaluations, monitoring employee performance, ensuring staff members are trained and cross trained, resolving conflicts, and making hiring, termination, and disciplinary recommendations.

- Prepares, implements, and monitors long and short-range work plans, goals, and objectives for the department.

**Provides technical expertise for engineers and technical staff to design, test, construct, commission, and maintain electrical utility facilities.**

- Designs system protection and loading schemes to resolve problems and maintain equipment protection and coordination.
- Designs, deploys, and manages SCADA, AMI and communication systems.
- Ensures proper integration of distributed generation with the District's grid.
- Analyzes data to determine feasibility of technical proposals.
- Analyzes, writes, and maintains equipment specifications and performance requirements.
- Analyzes engineering proposals, process requirements, and related technical data pertaining to equipment design.
- Determines feasibility of designing new equipment or modifying existing facilities.
- Analyzes test data to determine if design meets functional and performance specifications.
- Performs studies for voltage drop analysis, motor start analysis, fault current analysis, and other technically related areas and correct the system deficiencies.
- Reviews and solves power quality problems. Works with engineering consulting firms in the preparation of technical studies.
- Assists in design and layout of underground subdivisions and other developments.

**Communicates effectively with all stakeholders.**

- Proficiently communicates with the CEO, managers, co-workers and the Board of Directors with accurate and inclusive information. Communication is viewed as a critical role to be successful in this position and overall success at Southern PPD.
- Establishes strong relationships with and among staff, suppliers, and customers by developing formal means to communicate thoughts, opinions, and suggestions.
- Understand, observe, and enforce the districts safety and security procedures.
- Other duties as assigned.

**AS A MEMBER OF THE MANAGEMENT TEAM**

Communicates and interprets the Districts' Mission Statement, strategic goals and policies to establish direction and to promote understanding and commitment by all employees of Southern Public Power District.

Fosters a positive working environment that encourages desired employee behavior, and coaching employees to exhibit these behaviors.

Provides input regarding district and departmental organizational structure and staffing to accomplish approved program goals through the most effective and efficient utilization of available resources.

Maintains effective internal and external relationships to enhance collaboration, productivity, and a positive and supportive work environment.

**QUALIFICATIONS**

Knowledge of:

- General theory, practice, work methods and procedures of electrical power distribution system design, construction, and maintenance.
- Current pertinent Federal, State, and local laws, codes, and regulations.
- General supervisory skills to manage the department.

Ability to:

- Gain cooperation through discussion and persuasion.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Communicate clearly and concisely, both orally and in writing.
- Remain available, as required, to handle unusual or emergency situations.
- Establish and maintain cooperative working relationships with those contracted in the course of work.
- Tactfully respond to customer inquiries and complaints.
- Interpret and apply Federal, State and local policies, procedures, laws and regulations.
- Prioritize and assign division work.

Special Requirements:

- Must report to Southern's headquarters in Grand Island, NE.
- Valid Nebraska driver's license.

**EDUCATION, EXPERIENCE AND SKILLS SETS**

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

- Possession of a Bachelor of Science degree in Electrical Engineering from a college or university accredited by the Accreditation Board of Engineering and Technology and possession of a Professional Engineer's license.

Experience:

- A minimum of five years engineering experience relating to electric utility planning and operations with emphasis on design, construction, and operation of electrical distribution systems.

**PHYSICAL REQUIREMENTS**

Activity:

- Sitting, standing and walking
- Occasional field visits based on project needs including navigating various terrain
- Reaching, climbing and bending
- Driving distances of 200+ miles
- Traveling to local, regional and national meetings/conferences as necessary