

Chelan PUD Engineering Level Guide

Essential Function	Engineer I	Engineer II	Engineer III	Engineer Senior	Engineer Principal
Prefix (examples)	-Substation -System -Distribution -Hydro -etc.	-Substation -System -Distribution -Hydro -etc.	-Substation -System -Distribution -Hydro -etc.	-Substation -System -Distribution -Hydro -etc.	-Substation -System -Distribution -Hydro -etc.
Disciplines	-Electrical -Mechanical -Civil	-Electrical -Mechanical -Civil	-Electrical -Mechanical -Civil	-Electrical -Mechanical -Civil	-Electrical -Mechanical -Civil
Education	-BS Engineering or Equivalent combination of education and experience.	-BS Engineering or Equivalent combination of education and experience.	-BS Engineering or Equivalent combination of education and experience.	-BS Engineering or Equivalent combination of education and experience.	-BS Engineering or Equivalent combination of education and experience. Master preferred.
Typical Minimum Experience	-Entry level - no experience required	-3 years relevant experience	-5 years relevant experience	-8 years relevant experience .	-10 years relevant experience with PE preferred.
Knowledge, Skills, Abilities	-Basic knowledge of engineering tools and software. -Perform technical inspection and field verifications.	-Perform conventional designs and calculations -Working knowledge of engineering tools and software. -Basic knowledge of codes and standards -Provide routine construction support and field design modifications	-Perform conventional designs and calculations -Working knowledge of engineering tools and software. -Working knowledge of codes and standards -Provide routine construction support and field design modifications -Develop cost and schedule estimates for assigned scope of work	-Perform complex designs and calculations. -Extensive knowledge of engineering tools and software. -Interpret and apply codes and standards. -Provide field support for complex designs and construction activities -Develop cost and schedule estimates for major projects including review junior level estimates. -Ability to resolve complex problems -Interpret engineering problems and solutions for non-engineers -Understanding in other disciplines outside primary responsibilities.	-Perform complex designs and calculations. -Extensive knowledge of engineering tools and software. -Interpret, develop and apply codes and standards. -Provide field support for complex designs and construction activities -Develop cost and schedule estimates for major projects including review junior level estimates. -Ability to resolve complex problems -Interpret engineering problems and solutions for non-engineers- -Effectively train and mentor junior engineers -Establish company and industry policies, procedures and standards relating to engineering -Knowledge in other disciplines outside primary responsibilities.
Project Management Skills	None	-Basic knowledge of concepts, principles and practices.	-Ability to perform project management activities including schedule, budget and execution with moderately complex scope. Ability to manage projects similar to a Project Manager Level 1.	-Ability to perform project management activities including schedule, budget and execution for complex projects. Ability to manage projects similar to a Project Manager Level 2	-Ability to perform project management activities including schedule, budget and execution for complex projects. Ability to manage project similar to a Project Manager 2.

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Decision making	-Low - Closely supervised	-Moderate - Work is reviewed for application of sound engineering judgment. -Required to make decisions that will affect project outcome	-High Level - Informs supervisor of unusual, complex, difficult or controversial problems. Performs moderately complex assignments under limited supervision. - Required to made decisions that will affect project outcome and project teams.	-Advanced - Informs supervisor of highly unusual, complex, difficult or controversial problems. Routinely performs complex & high priority assignments under limited supervision. - Required to made decisions that gives direction to project team and will significantly affect project outcome and District's operations and finances. - Independently performs complex assignments with limited supervision and guidance regarding overall objectives, critical issues, priorities and policy matters.	-Advanced - must have long term strategic elements. Technical expertise is relied upon. - Required to made decisions that gives direction to project team and will significantly affect project outcome and District's operations and finances. - Supervision received is essentially administrative with assignments given in terms of broad objectives, priorities and limits.
Complexity	-Basic knowledge of applicable principles, practices and engineering theory.	-Working knowledge of applicable principles, practices and engineering theory. Working knowledge	-Working knowledge of applicable principles, practices and engineering theory. -Ability to break complex engineering problems into manageable parts	Substantial knowledge of other functions across the District. -Ability to interact with the power industry at large -Ability to coordinate the work of other personnel. -Exercise high level of judgment in applying and evaluating applicable principles, practices and engineering theory. -Ability to break complex project into manageable parts.	-Expert judgment in applying and evaluating applicable principles, practices and engineering theory. -Requires extensive understanding of discipline & a wide degree of creativity. Must be able to effectively manage diverse projects. -Most difficult with multi that affect
Leadership	None	Ability to lead teams within engineering discipline and provide direction to inspectors, contractors and District craft persons.	Ability to lead multi-disciplinary and multi-functional teams that may include consultants, contractors, legal, procurement, and other District departments.	Ability to lead multi-disciplinary and multi-functional teams that may include consultants, contractors, legal, procurement, and other District departments. Ability to mentor junior engineers, providing effective feedback and direct supervision as required.	Ability to lead multi-disciplinary and multi-functional teams to solutions for complex problems. Teams may include consultants, contractors, legal, procurement, and other District departments. Mentors junior engineers and peers by providing effective feedback and guidance. Provide direction to project teams. Would be consulted by management regarding significant business decisions in areas of specialty.