

Chelan PUD RIVER PLANNER Level Guide

| Category | River Planner I | River Planner II | River Planner III Career Level | River Planner IV |
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| Overarching Purpose | The River Planner maintains the coordinated operation of the District's Rocky Reach and Rock Island projects and enhances communication between energy planning and trading, system operations, plant operations, power purchasers, and upstream and downstream parties. | | | |
| Essential Functions | <p>1. EF 30% Provide basic technical input into reservoir operations and generation dispatch:</p> <ul style="list-style-type: none"> • Assist in the forecasting of reservoir levels and the development of hydraulic routing models using modeling software such as RiverWare or Vista, spreadsheets, or other methods. • Assist in maintaining complex systems that are critical to business continuity and require 24x7 support. • Assist in facilitating information exchange and communications about projects and upcoming special operations. • Assist in identify inconsistencies and correcting accounting calculations of participant energy allocations resulting from inflow, generation, spill, and storage. • Assist in system design improvements to implement new bidding strategies for existing and new markets (such as the energy imbalance market). <p>2. EF 30% Implement agreed upon plans and procedures for the coordinated operation and</p> | <p>1. EF 40% Act as technical specialist/troubleshooter.</p> <ul style="list-style-type: none"> • Respond to requests for technical advice and assistance from any District personnel and occasionally from outside utilities and federal agencies, speaking on behalf of the District as a technical specialist. Responses will support District operational goals and initiatives. • Provide assistance to management and staff in other business units to establish model settings for unit, plant, and transmission system outages in order to meet system constraints. <p>2. EF 30% Provide technical input into reservoir operations and generation dispatch with particular emphasis on:</p> <ul style="list-style-type: none"> • Forecast reservoir levels by collecting data, developing models, and implementing moderately complex solutions using modeling software such as RiverWare or Vista, spreadsheets, or other methods. Communicate results with relevant upstream/downstream parties. • Primary responsibility for maintaining complex | <p>1. EF 40% Provide technical expertise in reservoir operations and generation dispatch with particular emphasis on:</p> <ul style="list-style-type: none"> • Develop and lead implementation of new strategies for forecasting reservoir levels by collecting data, developing models, and implementing highly complex solutions using modeling software such as RiverWare or Vista, spreadsheets, or other methods. Communicate results with relevant upstream/downstream parties. • Primary responsibility for maintaining complex systems that are critical to business continuity and require 24x7 support. • Lead cross-functional communication teams to facilitate information exchange and communications about projects and upcoming special operations. • Work collaboratively to build strategic relationships with other entities to develop ongoing communications/enhance future river coordination. • Lead EP&T internal teams to identify inconsistencies and correct accounting calculations of participant | <p>1. EF 40% Provide technical expertise in the areas of reservoir operations, generation dispatch, and hydro optimization.</p> <ul style="list-style-type: none"> • Lead process improvement projects with considerable cross-departmental scope and business impact, or that are very highly technical in nature. • Develop, communicate, and recommend implementation of policies and strategies for RiverWare and RT Vista two dam models for improved hydro project and river operations. • Develop, communicate, and implement strategies/code changes for real-time and planning hydro-project dispatch and efficient unit dispatch. • Work closely with the Control System Engineer and Operations groups on associated EMS and data exchanges relative to new policies and strategies. • Conceptualize and implement screens/displays to effectively communicate upcoming river/project, environmental, and operational constraints to |

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| | <p>real-time water management of Rocky Reach and Rock Island projects.</p> <ul style="list-style-type: none"> Develop and communicate operating plans and procedures for system operations personnel, project operators, and Rocky Reach and Rock Island project participants. Monitor and report on correctness and effectiveness of data inputs/outputs, plans and procedures. <p>3. EF 30% Act as technical junior specialist/troubleshooter.</p> <ul style="list-style-type: none"> Respond to requests for technical advice and assistance from any District personnel and occasionally from outside utilities and federal agencies. Responses will support District operational goals and initiatives. Provide assistance to management and staff in other business units to establish model settings for unit, plant, and transmission system outages in order to meet system constraints. <p>4. EF 10% Assist in maintaining up-to-date operating guidelines. Assist and develop training materials. Provide training to District staff on all aspects of Rocky Reach and Rock Island Coordination.</p> | <p>systems that are critical to business continuity and require 24x7 support.</p> <ul style="list-style-type: none"> Facilitate information exchange and communications about projects and upcoming special operations. Participate in cross-functional communication teams. Participate in strategic relationships with other entities to develop ongoing communications/enhance future river coordination. Identify inconsistencies and confirm corrections to accounting calculations of participant energy allocations resulting from inflow, generation, spill, and storage. Design system improvements to implement new bidding strategies for existing and new markets (such as the energy imbalance market) and identify how they may affect Rocky Reach and Rock Island project coordination. <p>3. EF 20% Implement plans and procedures for the coordinated operation and real-time water management of Rocky Reach and Rock Island projects.</p> <ul style="list-style-type: none"> Develop and communicate operating plans and procedures for system operations personnel, project operators, and Rocky Reach and Rock Island project participants. Monitor and report on correctness and effectiveness of data | <p>energy allocations resulting from inflow, generation, spill, and storage.</p> <ul style="list-style-type: none"> Design and lead implementation of improvements in hydraulic modeling optimization software to coordinate operations with participant energy allocations. Design hydraulic system improvements to implement new bidding strategies for existing and new markets (such as the energy imbalance market) and identify how they may affect Rocky Reach and Rock Island project coordination. Plan, prepare, and implement solutions for those changes. <p>2. EF 40% Act as senior technical specialist/troubleshooter.</p> <ul style="list-style-type: none"> Lead the district response to requests for technical advice and assistance from any District personnel and occasionally from outside utilities and federal agencies. Speak on behalf of the District as a technical specialist. Responses will support District operational goals and initiatives. Provide assistance to management and staff in other business units to identify and plan for unit, plant, and transmission system outages in order to meet system constraints. <p>3. EF 10% Develop and communicate operating plans and procedures for system operations personnel, project operators,</p> | <p>internal stakeholders and operations.</p> <ul style="list-style-type: none"> Prepare and present operational analysis, technical improvements, and new strategies to senior management. Development, Mentoring and Technical Guidance: Continue to develop and refine hydro optimization skills through continuing education and training. Provide strategic contributions on advancing hydro optimization techniques at the District. Mentor lower-level staff. <p>2. EF 40% Act as senior technical specialist/troubleshooter.</p> <ul style="list-style-type: none"> Lead the district response to requests for technical advice and assistance from any District personnel and occasionally from outside utilities and federal agencies. Speak on behalf of the District as a technical specialist. Responses will support District operational goals and initiatives. Provide assistance to management and staff in other business units to identify and plan for unit, plant, and transmission system outages in order to meet system constraints. <p>3. EF 10% Develop and communicate operating plans and procedures for system operations personnel, project</p> |
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| | | <p style="text-align: center;">inputs/outputs, plans and procedures.</p> <p>4. EF 5% Develop and maintain up-to-date operating guidelines. Assist and develop training materials. Provide training to District staff on all aspects of Rocky Reach and Rock Island Coordination.</p> <p>5. EF 5% Act as the primary vendor contact and contract manager for the vendor-supported software systems used to plan river operations and perform generation dispatch.</p> | <p style="text-align: center;">and Rocky Reach and Rock Island project participants.</p> <ul style="list-style-type: none"> • Monitor and report on correctness and effectiveness of data inputs/outputs, plans and procedures. <p>4. EF 5% Identify business needs and lead collaborative effort to develop, implement, and maintain up-to-date operating guidelines. Assist and develop training materials. Provide training to District Staff on all aspects of Rocky Reach and Rock Island Coordination.</p> <p>5. EF 5% Act as the primary vendor contact and contract manager for the vendor-supported software systems used to plan river operations and perform generation dispatch.</p> | <p style="text-align: center;">operators, and Rocky Reach and Rock Island project participants.</p> <ul style="list-style-type: none"> • Monitor and report on correctness and effectiveness of data inputs/outputs, plans and procedures. <p>4. EF 5% Identify business needs and lead collaborative effort to develop, implement, and maintain up-to-date operating guidelines. Assist and develop training materials. Provide training to District Staff on all aspects of Rocky Reach and Rock Island Coordination.</p> <p>5. EF 5% Act as the primary vendor contact and contract manager for the vendor-supported software systems used to plan river operations and perform generation dispatch.</p> |
| <p>Education & Certifications</p> | <p>Bachelor's degree (B. S., B. A.) in engineering, mathematics/statistics, software engineering/computer science or a related field from a college or university; or equivalent combination of education and experience.</p> | <p>Bachelor's degree (B. S., B. A.) in engineering, mathematics/statistics, software engineering/computer science or a related field from a college or university; or equivalent combination of education and experience. Individuals who have completed river optimization training are desired.</p> | <p>Bachelor's degree (B. S., B. A.) in engineering, mathematics/statistics, software engineering/computer science or a related field from a college or university; or equivalent combination of education and experience. Individuals who have completed river optimization training are desired.</p> | <p>Bachelor's degree (B. S., B. A.) in engineering, mathematics/statistics, software engineering/computer science or a related field from a college or university; or equivalent combination of education and experience. Individuals who have completed river optimization training are desired.</p> |
| <p>Required Minimum Experience</p> | <p>No prior experience required. Experience performing analytical tasks, modeling, economic analysis, and/or application of statistics, finance, mathematics, and problem solving desired. Candidates with experience managing projects or programs are desired.</p> | <p>Typically requires a minimum of three (3) years' experience performing river planning or related activities such as data or financial modeling, economic analysis, or similar application of statistics, finance, mathematics, and problem solving. Candidates with experience managing projects or programs are desired. Candidates with utilities industry experience desired.</p> | <p>Typically requires a minimum of seven (7) years' experience, performing river planning or closely related work activities such as complex data or financial modeling or economic analysis. Candidates with experience managing projects or programs are preferred. Candidates with utilities industry experience desired.</p> | <p>Typically requires a minimum of ten (10) years' experience performing river planning or closely related work activities such as complex data or financial modeling or economic analysis. Candidates with river planning experience are preferred. Candidates with experience managing projects or programs are preferred.</p> |

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| | | | | Candidates with utilities industry experience preferred. |
| Knowledge | <ul style="list-style-type: none"> Working knowledge of District operations, policies, and practices. Basic user knowledge of computer hardware, networks, and security. Basic knowledge of system analysis, requirements gathering techniques and related documentation standards. Basic knowledge of programming languages. Basic understanding of database usage. Knowledge and experience with computer applications. Knowledge of systems used by end-users in the day-to-day management of Rocky Reach and Rock Island hydro projects. Knowledge of cascading hydro operations. Knowledge of Columbia River operating agreements and related regulatory requirements. | <p>Same as level 1, plus:</p> <ul style="list-style-type: none"> Strong knowledge of system analysis, requirements gathering techniques and related documentation standards. Strong knowledge of systems used by end-users in the day-to-day management of Rocky Reach and Rock Island hydro projects. Strong knowledge of cascading hydro operations. Knowledge of Columbia River operating agreements and related regulatory requirements. | <p>Same as level 2, plus:</p> <ul style="list-style-type: none"> In-depth knowledge of systems used by end-users in the day-to-day management of Rocky Reach and Rock Island hydro projects. In-depth knowledge of cascading hydro operations. Knowledge of hydro operations on the Columbia River. In-depth knowledge of Columbia River operating agreements and related regulatory requirements. | <p>Same as level 3, plus:</p> <ul style="list-style-type: none"> Knowledge of Rocky Reach and Rock Island Hydro operations. Use International Standards of Performance as a guide in designing and developing hydro optimization improvements. |
| Skills & Abilities | <ul style="list-style-type: none"> Good written and oral communication skills Coordination skills Critical thinking skills Problem-solving skills Judgment and decision-making skills Introductory project management skills Active listening skills Ability to contribute to the evaluation and incorporation of the latest developments in the field of cascading hydro river operations, reservoir storage | <ul style="list-style-type: none"> Solid written and oral communication skills Coordination skills Solid critical thinking skills Complex problem-solving skills Well-developed judgment and decision-making skills Project management skills Active listening skills Ability to evaluate and incorporate the latest developments in the field of cascading hydro river operations, reservoir storage reallocations, operational | <ul style="list-style-type: none"> Outstanding written and oral communication skills Coordination skills Strong critical thinking skills Complex problem-solving skills Excellent judgment and decision-making skills Strong Project management skills Active listening skills Proven ability to evaluate and incorporate the latest developments in the field of cascading hydro river operations, reservoir storage reallocations, | <p>Same as level 3, plus:</p> <ul style="list-style-type: none"> Project management and leadership skills Ability to lead a large cross functional team Ability to partner and communicate with senior management Proven ability to develop business cases, project plans, scheduling, estimating, program development and contract administration Proven ability to develop effective working relationships |

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| | <p>reallocations, operational system studies, and real-time water management.</p> <ul style="list-style-type: none"> • Ability to demonstrate problem sensitivity, which is the ability to tell when something is wrong or likely to go wrong. • Ability to accounts for problems and evaluate proposed strategies for improvements to hydraulic modeling and forecasting software, real-time dispatch software and energy accounting software. • Basic understanding of database usage. • Ability to positively influence others to encourage appropriate actions without formal authority. | <p>system studies, and real-time water management.</p> <ul style="list-style-type: none"> • Ability to integrate technical requirements into control logic and to document those requirements in writing. • Proven ability to demonstrate problem sensitivity, which is the ability to tell when something is wrong or likely to go wrong. • Ability to identify problems, propose solutions, and work collaboratively to implement hydraulic modeling and forecasting software, real-time dispatch software and energy accounting software. • Ability to positively influence others to encourage appropriate actions without formal authority. • Strong understanding of database usage. | <p>operational system studies, and real-time water management.</p> <ul style="list-style-type: none"> • Proven ability to integrate technical requirements into control logic and to document those requirements in writing. • Strong ability to demonstrate problem sensitivity, which is the ability to tell when something is wrong or likely to go wrong. • Strong ability to make significant contributions to identifying and solving problems, implementing, improving, and maintaining hydraulic modeling and forecasting software, real-time dispatch software and energy accounting software. • Solid ability to positively influence others to encourage appropriate actions without formal authority. | <p>with internal and external stakeholders</p> <ul style="list-style-type: none"> • Excellent writing skills • Excellent speaking and presentation skills |
| Language Skills | <p>Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of the organization. Must be proficient in reading, writing, and speaking English.</p> | <p>Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public. Must be proficient in reading, writing, and speaking English.</p> | <p>Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents. Ability to respond to common inquiries or complaints from customers, regulatory agencies, or members of the business community. Ability to write speeches and articles for publication that conform to prescribed style and format. Ability to effectively present information to top management, public groups, and/or boards of directors. Must be proficient in reading, writing, and speaking English.</p> | <p>Ability to read, analyze, and interpret the most complex documents. Ability to respond effectively to the most sensitive inquiries or complaints. Ability to write speeches and articles using original or innovative techniques or style. Ability to make effective and persuasive speeches and presentations on controversial or complex topics to top management, public groups, and/or boards of directors. Must be proficient in reading, writing and speaking English.</p> |
| Mathematical Skills | <p>Ability to apply advanced mathematical concepts such as exponents, logarithms, quadratic equations, basic calculus, and permutations. Ability to apply mathematical operations to such tasks as frequency distribution, determination of test reliability and</p> | <p>Ability to apply advanced mathematical concepts such as exponents, logarithms, quadratic equations, basic calculus, and permutations. Ability to apply mathematical operations to such tasks as frequency distribution, determination of test reliability and</p> | <p>Ability to apply advanced mathematical concepts such as exponents, logarithms, quadratic equations, basic calculus, and permutations. Ability to apply mathematical operations to such tasks as frequency distribution, determination of test reliability and</p> | <p>Ability to apply advanced mathematical concepts such as exponents, logarithms, quadratic equations, basic calculus, and permutations. Ability to apply mathematical operations to such tasks as frequency distribution, determination of test reliability and</p> |

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| | validity, analysis of variance, correlation techniques, sampling theory, and factor analysis. | validity, analysis of variance, correlation techniques, sampling theory, and factor analysis. | validity, analysis of variance, correlation techniques, sampling theory, and factor analysis. | validity, analysis of variance, correlation techniques, sampling theory, and factor analysis. |
| Reasoning Ability | Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form. | Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables. | Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables. | Ability to apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Ability to deal with nonverbal symbolism (formulas, scientific equations, graphs, etc.) in its most difficult phases. Ability to deal with a variety of abstract and concrete variables. |
| Complexity | Prioritizes and performs a broad range of moderately complex technical or professional work. Solves day-to-day problems using established policies, regulations, or work rules. | Manages and performs an extensive range and variety of complex technical or professional work activities, some without precedent. Takes a broad perspective to identify solutions. | Manages and performs an extensive range and variety of complex technical or professional work activities, some without precedent. Takes a broad perspective to identify solutions. | Considered a thought leader in the industry or function. Solves unique and complex problems that have a broad impact on the business. Contributes to the development of functional strategy. |
| Decision making | Follows established procedures. Establishes daily work priorities. May train lower-level employees. Escalates problems or issues to supervisor and provides recommended solutions. | Works under general supervision. Free to determine most appropriate work methods. Acts as a resource for colleagues with less experience. Escalates unusual or complex issues to supervisor. | Works independently, under limited supervision. Acts as a resource for colleagues with less experience. Trains and mentor's others. May act as a team leader. Advises management on best work methods, processes and/or application of policy. Receives guidance in complex situations. | Identifies solutions to the most complex technical problems. Contributes to long-range strategy development. Considered a technical expert in at least one specialty area. Acts as a resource for colleagues with less experience. May act as a team leader. Trains and mentors others. Works independently with significant interaction with senior management. |
| Computer and Equipment | To perform this job successfully, an individual is required to have of the ability to learn, or have existing knowledge of, PeopleSoft Time Entry/HRIS; General Office Equipment and Microsoft Outlook. Basic knowledge is desired in Data & Transaction Management (OATI, WIT, OASIS, Hydro DB, PI); RiverWare, RT Vista Plan, RT Vista Station, OSI, DataLink, ProcessBook, and VBA. | Same as level 1, plus: Moderate knowledge is desired in Data & Transaction Management (OATI, WIT, OASIS, Hydro DB, PI); OSI, DataLink, ProcessBook, and VBA. Strong knowledge is desired in RiverWare, RT Vista Plan, RT Vista Station, and in Microsoft Excel. | Same as level 2, plus: In-depth knowledge in RiverWare, RT Vista Plan, and RT Vista Station desired. | In-depth knowledge in RiverWare, RT Vista Plan, and RT Vista Station software and models desired. |

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| | Intermediate knowledge is desired in Microsoft Word; Excel; and PowerPoint. | | | |
| Advancement/ Career Path | <p>This is the entry level in the job family.</p> <p>Employees hired into the Level I role are generally expected to develop the knowledge, skills and abilities to advance to the level II position. The typical timeline for advancement is 3+ years.</p> <p>In order to advance, the incumbent must be able to perform all the essential functions of the higher-level position, at a basic level. Advancement is subject to approval of the business need, salary budget availability, and may be subject to a competitive selection process.</p> | <p>This is the second level in the job family.</p> <p>To advance to the Level III, the incumbent must have obtained the knowledge, skills and abilities of this level and be able to perform all the essential functions of the next higher level position, at a basic level. The typical timeline for advancement is 4+ years.</p> <p>Advancement is subject to approval of the business need, salary budget availability, and may be subject to a competitive recruiting process.</p> | <p>This is the career or fully skilled level position within the job family.</p> <p>This is the level at which an individual may remain for the duration of their career.</p> <p>Advancement to any open position outside of this job family is generally subject to a competitive recruiting/selection process.</p> | <p>This is the pinnacle level position of the job family.</p> <p>Opportunities at this level are rare. The work at this level is extremely complex, high risk, and requires a great degree of independent judgment and decision making. As such any opening at this level must be supported by a strong business need, and approval by the GM.</p> |