

**POSITION NOTICE**  
**Internal & External Posting**

**POSTING DATE:** September 10, 2020

**Job Title:**  
Plant Engineer

**Job Grade:**  
10-14

**Division:**  
Power Supply

**Reporting to (Job Title):**  
Controls Engineering Supervisor

**Location:** North Pole

**FLSA:** Regular, Exempt, Non-bargaining position

**For an employment application, visit our website at:**  
<https://gvea.applicantpro.com/jobs/>

- Refer to the job description for further details regarding this position.
- In-house candidates are reminded to apply in accordance with ADM 3.7.
- Please contact the Human Resources Office for further inquiries.

<b>SALARY: Grade 10-14, DOE</b>
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<b>CLOSING DATE: Open until filled</b>
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**GVEA conducts pre-employment, post-offer drug screening. Employment is contingent upon satisfactory completion of the drug screening.**

**GVEA is an Equal Opportunity Employer – minorities/females/veterans/individuals with disabilities/sexual orientation/gender identity.**



Golden Valley Electric Association  
**Job Description**

**Part I-General Information**

<b>Job Title:</b>	Plant Engineer 1	<b>Job Location:</b>	Fairbanks	<b>Hours:</b>	8 hours per day, 5 days per week. Additional hours as required.
<b>Report To:</b>	Controls Engineering Supervisor	<b>Pay Grade:</b>	10	<b>FLSA:</b>	Exempt, non bargaining position
<b>Reason for Job:</b>	<p>To ensure the coordinated efforts of the plant personnel to maintain the availability and reliability of all generating facilities in the safest and most cost effective manner possible. To ensure the successful operation and maintenance of all generating facilities.</p> <p>Using established procedures and working under immediate supervision, performs assigned tasks. Work is routine and instructions are usually detailed. Little evaluation, originality.</p>				

**Part II-Position Requirements**

Key Accountabilities	Essential Functions
Project Management	<ul style="list-style-type: none"> <li>• Ability to lead consulting engineers, contractors and GVEA personnel through multidisciplinary matrix organizations to complete highly technical projects that optimize overall plant performance.</li> <li>• Review, evaluate and implement annual power plant projects to ensure effective utilization of capital.</li> <li>• Maintain project schedule and communicate changes and challenges with plant personnel and management.</li> <li>• Assist with implementation and management of change process consistent across all divisions.</li> </ul>
Plant Project Engineering	<ul style="list-style-type: none"> <li>• Responsible for specifying materials and equipment, coordinating contract and in-house labor, instructing and advising work crews, inspecting work, meet deadlines, and ensuring as-built documents are correct.</li> <li>• Oversee projects and outages to ensure all requirements are satisfied.</li> <li>• Provide supplemental management during outages planned or otherwise.</li> <li>• Work with contracted engineering consultants or firms to complete assigned projects.</li> <li>• Inspect projects during and after construction for adherence to plans and specifications. Check for compliance with construction practices and safety codes.</li> <li>• Develop conceptual designs, budgetary estimates, and project scoping documents to obtain input from stakeholders.</li> <li>• Analyze and document system voltage drop, short-circuit values, sectionalizing, and fuse coordination and recommend improvements.</li> <li>• Develop facility and equipment specifications.</li> <li>• Develop policies, procedures and related programs for the plants</li> <li>• Develop construction drawings and update existing plant P&amp;ID's.</li> </ul>
Generation Maintenance	<ul style="list-style-type: none"> <li>• Assist with preparation of annual work plan and budget.</li> <li>• Perform periodic evaluations of maintenance effectiveness.</li> </ul>
	<ul style="list-style-type: none"> <li>• Other duties as assigned.</li> </ul>

**Part III-Job Specifications**

<p><b>EDUCATION:</b></p> <ul style="list-style-type: none"> <li>• Bachelor's degree in Engineering from an ABET accredited institution.</li> <li>• Training in MS/EE theory and control</li> </ul>	<p><b>SKILLS:</b></p> <ul style="list-style-type: none"> <li>• Practice and advocate industrial power plant safety standards. In depth familiarity with OSHA regulations.</li> </ul>
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<p>systems.</p> <ul style="list-style-type: none"> <li>Specialty training in preventative maintenance, environmental regulations, metallurgy, chemistry, thermodynamics, management, process optimization, and/or combined cycle is preferred.</li> </ul>	<ul style="list-style-type: none"> <li>Familiar with NFPA 85 standards.</li> <li>Knows fundamental concepts, practices and procedures of particular field of specialization.</li> <li>Thorough knowledge of best engineering practices.</li> <li>Generator governor controls modeling, tuning and implementation.</li> <li>Ability to read and understand mechanical and electrical diagrams.</li> <li>Must have knowledge of maintenance and operation characteristics of coal generation, diesel engines, industrial gas turbines, the steam cycle, and wind turbines.</li> <li>Excellent written and verbal communication skills.</li> <li>Must have working knowledge of applicable regulatory policies and procedures pertaining to industrial power system facilities.</li> <li>Ability to effectively interact with employees, members and the public.</li> <li>Ability to maintain a productive working relationship with union employees.</li> <li>Ability to assume responsibility and make decisions in a timely manner.</li> <li>Proficiency in plant operations, maintenance and computer-based management systems.</li> <li>Ability to work under stressful conditions.</li> <li>Demonstrated ability in leadership of the site team, including coaching and facilitating other management and plant staff personnel in achieving excellence in their assigned duties.</li> <li>Ability to motivate management and plant staff in spite of obstacles.</li> <li>Ability and willingness to learn and work within a team environment.</li> </ul>
<p><b>CERTIFICATIONS/LICENSES:</b></p> <ul style="list-style-type: none"> <li>P.E. (Professional Engineer) certification preferred.</li> <li>Valid Alaska driver's license.</li> </ul>	<p><b>WORK ENVIRONMENT:</b></p> <ul style="list-style-type: none"> <li>Power plant environment. May be on-call.</li> <li>Occasional travel is required.</li> </ul>
<p><b>PREREQUISITES:</b></p> <ul style="list-style-type: none"> <li>N/A</li> </ul>	<p><b>PHYSICAL REQUIREMENTS:</b></p> <ul style="list-style-type: none"> <li>See attachment 1.</li> </ul>
<p><b>EXPERIENCE:</b></p> <ul style="list-style-type: none"> <li>This is an entry level position with less than three years' of similar professional experience.</li> <li>Experience with power generation equipment operation and maintenance or in a related field preferred.</li> <li>Electric utility generation experience and demonstrated project management experience preferred.</li> <li>Excellent safety track record.</li> </ul>	<p><b>ON-THE-JOB DEVELOPMENT REQUIREMENTS:</b></p> <ul style="list-style-type: none"> <li>Continuously improve and upgrade computing skills and other applicable job skills.</li> <li>Become knowledgeable in all applicable safe work practices.</li> <li>Become knowledgeable of Association policies and procedures.</li> <li>Become knowledgeable of organizational structure and client relationships.</li> <li>Become knowledgeable of performance models and Division scorecard goals.</li> </ul>
<p><b>DIRECT REPORTS TO THIS POSITION:</b></p> <ul style="list-style-type: none"> <li>Not applicable.</li> </ul>	<p>Updated as of 7/20/2020</p>

MANAGEMENT RESERVES THE RIGHT AT ANY TIME TO MODIFY JOB REQUIREMENTS AND ASSIGN OTHER DUTIES AND RESPONSIBILITIES AS DIRECTED OR HISTORICALLY PERFORMED.

Golden Valley Electric Association  
**Job Description**

**Part I-General Information**

<b>Job Title:</b>	Plant Engineer 2	<b>Job Location:</b>	Fairbanks	<b>Hours:</b>	8 hours per day, 5 days per week. Additional hours as required.
<b>Report To:</b>	Controls Engineering Supervisor	<b>Pay Grade:</b>	12	<b>FLSA:</b>	Exempt, non bargaining position
<b>Reason for Job:</b>	<p>To ensure the coordinated efforts of the plant personnel to maintain the availability and reliability of all generating facilities in the safest and most cost effective manner possible. To ensure the successful operation and maintenance of all generating facilities.</p> <p>Usually works with minimum supervision, conferring with superior on unusual matters. May be assisted by lower level staff. Assignments are broad in nature, requiring originality and ingenuity.</p>				

**Part II-Position Requirements**

Key Accountabilities	Essential Functions
Project Management	<ul style="list-style-type: none"> <li>• Ability to lead consulting engineers, contractors and GVEA personnel through multidisciplinary matrix organizations to complete highly technical projects that optimize overall plant performance.</li> <li>• Review, evaluate and implement annual power plant projects to ensure effective utilization of capital.</li> <li>• Maintain project schedule and communicate changes and challenges with plant personnel and management.</li> <li>• Assist with implementation and management of change process consistent across all divisions.</li> </ul>
Plant Project Engineering	<ul style="list-style-type: none"> <li>• Responsible for specifying materials and equipment, coordinating contract and in-house labor, instructing and advising work crews, inspecting work, meet deadlines, and ensuring as-built documents are correct.</li> <li>• Oversee projects and outages to ensure all requirements are satisfied.</li> <li>• Provide supplemental management during outages planned or otherwise.</li> <li>• Work with contracted engineering consultants or firms to complete assigned projects.</li> <li>• Inspect projects during and after construction for adherence to plans and specifications. Check for compliance with construction practices and safety codes.</li> <li>• Develop conceptual designs, budgetary estimates, and project scoping documents to obtain input from stakeholders.</li> <li>• Analyze and document system voltage drop, short-circuit values, sectionalizing, and fuse coordination and recommend improvements.</li> <li>• Develop facility and equipment specifications.</li> <li>• Develop policies, procedures and related programs for the plants</li> <li>• Develop construction drawings and update existing plant P&amp;ID's.</li> </ul>
Generation Maintenance	<ul style="list-style-type: none"> <li>• Assist with preparation of annual work plan and budget.</li> <li>• Perform periodic evaluations of maintenance effectiveness.</li> </ul>
	<ul style="list-style-type: none"> <li>• Other duties as assigned.</li> </ul>

**Part III-Job Specifications**

<p><b>EDUCATION:</b></p> <ul style="list-style-type: none"> <li>• Bachelor's degree in Engineering from an ABET accredited institution.</li> <li>• Training in MS/EE theory and control systems.</li> <li>• Specialty training in preventative</li> </ul>	<p><b>SKILLS:</b></p> <ul style="list-style-type: none"> <li>• Practice and advocate industrial power plant safety standards. In depth familiarity with OSHA regulations.</li> <li>• Familiar with NFPA 85 standards.</li> <li>• Possesses and applies a broad knowledge of</li> </ul>
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<p>maintenance, environmental regulations, metallurgy, chemistry, thermodynamics, management, process optimization, and/or combined cycle is preferred.</p>	<p>principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.</p> <ul style="list-style-type: none"> <li>• Knows fundamental concepts, practices and procedures of particular field of specialization.</li> <li>• Thorough knowledge of best engineering practices.</li> <li>• Generator governor controls modeling, tuning and implementation.</li> <li>• Ability to read and understand mechanical and electrical diagrams.</li> <li>• Must have knowledge of maintenance and operation characteristics of coal generation, diesel engines, industrial gas turbines, the steam cycle, and wind turbines.</li> <li>• Excellent written and verbal communication skills.</li> <li>• Must have working knowledge of applicable regulatory policies and procedures pertaining to industrial power system facilities.</li> <li>• Ability to effectively interact with employees, members and the public.</li> <li>• Ability to maintain a productive working relationship with craft employees.</li> <li>• Ability to assume responsibility and make decisions in a timely manner.</li> <li>• Proficiency in plant operations, maintenance and computer-based management systems.</li> <li>• Ability to work under stressful conditions.</li> <li>• Demonstrated ability in leadership of the site team, including coaching and facilitating other management and plant staff personnel in achieving excellence in their assigned duties.</li> <li>• Ability to motivate management and plant staff in spite of obstacles.</li> <li>• Ability and willingness to learn and work within a team environment.</li> </ul>
<p><b>CERTIFICATIONS/LICENSES:</b></p> <ul style="list-style-type: none"> <li>• P.E. (Professional Engineer) certification preferred.</li> <li>• Valid Alaska driver's license.</li> </ul>	<p><b>WORK ENVIRONMENT:</b></p> <ul style="list-style-type: none"> <li>• Power plant environment. May be on-call.</li> <li>• Occasional travel is required.</li> </ul>
<p><b>PREREQUISITES:</b></p> <ul style="list-style-type: none"> <li>• N/A</li> </ul>	<p><b>PHYSICAL REQUIREMENTS:</b></p> <ul style="list-style-type: none"> <li>• See attachment 1.</li> </ul>
<p><b>EXPERIENCE:</b></p> <ul style="list-style-type: none"> <li>• Three to eight years of similar professional experience.</li> <li>• Experience with power generation equipment operation and maintenance or in a related field required.</li> <li>• Electric utility generation experience and demonstrated project management experience required.</li> <li>• Excellent safety track record.</li> </ul>	<p><b>ON-THE-JOB DEVELOPMENT REQUIREMENTS:</b></p> <ul style="list-style-type: none"> <li>• Continuously improve and upgrade computing skills and other applicable job skills.</li> <li>• Become knowledgeable in all applicable safe work practices.</li> <li>• Become knowledgeable of Association policies and procedures.</li> <li>• Become knowledgeable of organizational structure and client relationships.</li> <li>• Become knowledgeable of performance models and Division scorecard goals.</li> </ul>
<p><b>DIRECT REPORTS TO THIS POSITION:</b></p> <ul style="list-style-type: none"> <li>• Not applicable.</li> </ul>	<p>Updated as of 7/20/2020</p>

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Golden Valley Electric Association  
**Job Description**

**Part I-General Information**

<b>Job Title:</b>	Plant Engineer 3	<b>Job Location:</b>	Fairbanks	<b>Hours:</b>	8 hours per day, 5 days per week. Additional hours as required.
<b>Report To:</b>	Controls Engineering Supervisor	<b>Pay Grade:</b>	14	<b>FLSA:</b>	Exempt, non bargaining position
<b>Reason for Job:</b>	<p>To ensure the coordinated efforts of the plant personnel to maintain the availability and reliability of all generating facilities in the safest and most cost effective manner possible. To ensure the successful operation and maintenance of all generating facilities.</p> <p>Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. May lead or direct projects. May act in liaison capacity with other departments, divisions, and organizations under direction of Manager. Evaluates progress and results and recommends major changes in procedures. Operates with considerable latitude for un-reviewed action or decision. Considered a Subject Matter Expert in one or many specialties.</p>				

**Part II-Position Requirements**

Key Accountabilities	Essential Functions
Project Management	<ul style="list-style-type: none"> <li>• Ability to lead consulting engineers, contractors and GVEA personnel through multidisciplinary matrix organizations to complete highly technical projects that optimize overall plant performance.</li> <li>• Review, evaluate and implement annual power plant projects to ensure effective utilization of capital.</li> <li>• Maintain project schedules and communicate changes and challenges with plant personnel and management.</li> <li>• Assist with implementation and management of change process consistent across all divisions.</li> </ul>
Plant Project Engineering	<ul style="list-style-type: none"> <li>• Responsible for specifying materials and equipment, coordinating contract and in-house labor, instructing and advising work crews, inspecting work, meet deadlines, and ensuring as-built documents are correct.</li> <li>• Oversee projects and outages to ensure all requirements are satisfied.</li> <li>• Provide supplemental management during outages planned or otherwise.</li> <li>• Work with contracted engineering consultants or firms to complete assigned projects.</li> <li>• Inspect projects during and after construction for adherence to plans and specifications. Check for compliance with construction practices and safety codes.</li> <li>• Develop conceptual designs, budgetary estimates, and project scoping documents to obtain input from stakeholders.</li> <li>• Analyze and document system voltage drop, short-circuit values, sectionalizing, and fuse coordination and recommend improvements.</li> <li>• Develop facility and equipment specifications.</li> <li>• Develop policies, procedures and related programs for the plants</li> <li>• Develop construction drawings and update existing plant P&amp;ID's.</li> </ul>
Generation Maintenance	<ul style="list-style-type: none"> <li>• Assist with preparation of annual work plan and budget.</li> <li>• Perform periodic evaluations of maintenance effectiveness.</li> </ul>
	<ul style="list-style-type: none"> <li>• Other duties as assigned.</li> </ul>



**Part III-Job Specifications**

<p><b>EDUCATION:</b></p> <ul style="list-style-type: none"> <li>• Bachelor's degree in Engineering from an ABET accredited institution.</li> <li>• Training in MS/EE theory and control systems.</li> <li>• Specialty training in preventative maintenance, environmental regulations, metallurgy, chemistry, thermodynamics, management, process optimization, and/or combined cycle is preferred.</li> </ul>	<p><b>SKILLS:</b></p> <ul style="list-style-type: none"> <li>• Practice and advocate industrial power plant safety standards. In depth familiarity with OSHA regulations.</li> <li>• Familiar with NFPA 85 standards.</li> <li>• Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments.</li> <li>• Knows fundamental concepts, practices and procedures of particular field of specialization.</li> <li>• Ability to read and understand mechanical and electrical diagrams.</li> <li>• Thorough knowledge of best engineering practices.</li> <li>• Generator governor controls modeling, tuning and implementation.</li> <li>• Must have knowledge of maintenance and operation characteristics of coal generation, diesel engines, industrial gas turbines, the steam cycle, and wind turbines.</li> <li>• Excellent written and verbal communication skills.</li> <li>• Must have working knowledge of applicable regulatory policies and procedures pertaining to industrial power system facilities.</li> <li>• Ability to effectively interact with employees, members and the public.</li> <li>• Ability to maintain a productive working relationship with union employees.</li> <li>• Ability to assume responsibility and make decisions in a timely manner.</li> <li>• Proficiency in plant operations, maintenance and computer-based management systems.</li> <li>• Ability to work under stressful conditions.</li> <li>• Demonstrated ability in leadership of the site team, including coaching and facilitating other management and plant staff personnel in achieving excellence in their assigned duties.</li> <li>• Ability to motivate management and plant staff in spite of obstacles.</li> <li>• Ability and willingness to learn and work within a team environment.</li> </ul>
<p><b>CERTIFICATIONS/LICENSES:</b></p> <ul style="list-style-type: none"> <li>• P.E. (Professional Engineer) certification required.</li> <li>• Valid Alaska driver's license.</li> </ul>	<p><b>WORK ENVIRONMENT:</b></p> <ul style="list-style-type: none"> <li>• Power plant environment. May be on-call.</li> <li>• Occasional travel is required.</li> </ul>
<p><b>PREREQUISITES:</b></p> <ul style="list-style-type: none"> <li>• N/A</li> </ul>	<p><b>PHYSICAL REQUIREMENTS:</b></p> <ul style="list-style-type: none"> <li>• See attachment 1.</li> </ul>
<p><b>EXPERIENCE:</b></p> <ul style="list-style-type: none"> <li>• More than eight years of similar professional experience.</li> <li>• Experience with power generation equipment operation and maintenance or in a related field.</li> <li>• Electric utility generation experience and demonstrated project management</li> </ul>	<p><b>ON-THE-JOB DEVELOPMENT REQUIREMENTS:</b></p> <ul style="list-style-type: none"> <li>• Continuously improve and upgrade computing skills and other applicable job skills.</li> <li>• Become knowledgeable in all applicable safe work practices.</li> <li>• Become knowledgeable of Association policies and procedures.</li> <li>• Become knowledgeable of organizational structure</li> </ul>

<p>experience preferred.</p> <ul style="list-style-type: none"> <li>• Excellent safety track record.</li> </ul>	<p>and client relationships.</p> <ul style="list-style-type: none"> <li>• Become knowledgeable of performance models and Division scorecard goals.</li> </ul>
<p><b>DIRECT REPORTS TO THIS POSITION:</b></p> <ul style="list-style-type: none"> <li>• Not applicable.</li> </ul>	<p>Updated as of 7/20/2020</p>

MANAGEMENT RESERVES THE RIGHT AT ANY TIME TO MODIFY JOB REQUIREMENTS AND ASSIGN OTHER DUTIES AND RESPONSIBILITIES AS DIRECTED OR HISTORICALLY PERFORMED.

POSITION: \_\_\_\_\_

UPDATED: \_\_\_\_\_

**PHYSICAL REQUIREMENTS AND POTENTIAL HAZARDS**

Activity	N/A	NE	O	F	C
Sitting					
Walking					
Standing					
Running					
Bending or twisting					
Squatting or kneeling					
Reaching above shoulder level (i.e. awkward posture)					
Climbing (i.e. ladders)					
Driving cars, light duty trucks					
Driving heavy duty vehicles					
Using foot controls					
Repetitive motion of hands/fingers					
Grasping, gripping or pinching with hand(s), (i.e. high hand force)					
Moderate to High hand-arm vibration					
Lifting/carrying 10-25 pounds					
Lifting/carrying 26-50 pounds					
Heavy Lifting/carrying 51-74 pounds (more than 10 times per day)					
Heavy Lifting/ carrying 75 pounds or more (once per day or more)					
Awkward Lifting/carrying objects 25 lbs above shoulders, below knees or at arms length more than 25 times per day					
Frequent lifting (more than: 10 lbs , 2 times per min., 2 hrs + a day)					
Pushing/pulling					
Repeated impact (use of hand or knee as hammer more than 10 times per hour, more than 2 hours total per day)					
Highly repetitive motion (repeating the same motion with neck, shoulders, elbows, wrists or hands more than 2 hours per day)					
Work in or exposure to inclement weather					
Work in or exposure to cold water					
Exposure to dust, chemicals or fumes (indoor or outdoor air quality)					
Work / live in remote field sites					
Use of hazardous equipment (i.e. guns, chainsaws and explosives)					
Swimming/scuba diving					
Work at heights (i.e. towers, poles)					
Exposure to infection, germs or contagious diseases					
Exposure to blood, body fluid or potentially contaminated materials					
Exposure to needles or sharp instruments					
Use of hot equipment (i.e. ovens)					
Exposure to electrical current					
Seeing objects at a distance					
Seeing objects peripherally					
Seeing close work (i.e. typed print)					
Distinguishing colors					
Hearing conversations or sounds					
Hearing via radio or telephone					
Communicating through speech					
Communicating by writing and reading					
Distinguishing odors by smell					
Distinguishing tastes					
Exposure to wild/dangerous animals					
Exposure to insect bites or stings					
Work/travel in boat or small aircraft					
Exposure to aggressive/angry people					
Restraining/grappling with people					
Respiratory protection (negative pressure 1/2 face)					

POSITION: \_\_\_\_\_

UPDATED: \_\_\_\_\_

Activity	N/A	NE	O	F	C
Exposure to work in confined spaces					
Potential ergonomic caution areas (typical work activities that are foreseeable):					
Other:					

The preceding identifies the physical demands and potential hazards typically encountered by this position. The information is necessary in part to ensure compliance with the Americans with Disabilities Act and the OSHA Blood-borne Pathogens Standards.

The following is a brief explanation of each rating given above:

- N/A - Not applicable or not required of the position.
- NE - Requirement is present but is not essential to the position.
- O - Occasional (up to 33% of the time) yet essential to the position. For example, a lifeguard swims only occasionally but it is essential that a lifeguard be able to swim.
- F - Frequent (34-66% of the time).
- C - Continuous (over 66% of the time).