

# Energy Jobs Update

A Publication of  
**EnergyNewsWatch.com**



## **Generation Process and Control Management Analyst I, II or III (IRC28594)**

**Location:** Westminster, CO

**Tri-State Generation and Transmission Association** is a wholesale electric power supplier owned by the 43 electric cooperatives that it serves. Tri-State generates and transmits electricity to its member systems throughout a 200,000 square-mile service territory across Colorado, Nebraska, New Mexico and Wyoming. Serving approximately 1.5 million consumers, Tri-State was founded in 1952 by its member systems to provide a reliable, cost-based supply of electricity. Headquartered in Westminster, Colo., nearly 1,500 people are employed by Tri-State throughout its four-state service area.

Tri-State's power is generated through a combination of owned baseload and peaking power plants that use coal and natural gas as their primary fuels, supplemented by purchased power, federal hydroelectricity allocations and renewable resource technologies. Tri-State delivers power to its members through a transmission system that includes substation facilities, telecommunica-

tions sites and over 5000 miles of high voltage transmission lines.

### **BRIEF DESCRIPTION**

Responsible for providing support, analyses, tools and systems necessary to effectively and proactively manage, monitor, maintain, report, and develop controls for Generation Assets capital financial data across the entire projects portfolio for the Generation Fleet, Yampa participants, and Securities and Exchange Commission (SEC) Responsible for coordination of business processes related to Generation Assets' financial management for Capital and Operations and Maintenance (O&M), work order management, project scheduling and other project controls functions. Provide support to Senior Manager, Generation Assets and other department managers and staff on tracking, managing, reporting and change control for project costs and schedules. Serve as budgetary liaison between the various Generation departments and others. Provide training to all Generation Assets personnel for capital and O&M processes, projects controls and reporting, as well as develop training modules to

all Generation Departments. Direct, support, and provide guidance for Combustion Turbine (CT) management processes and programs.

**NOTE:** There is one position available and this position will be filled at either the Generation Process and Control Management Analyst I (NB17), Generation Process and Control Management Analyst II (NB19) or Generation Process and Control Management Analyst III (NB21). This decision will be based on the qualifications and experience of the selected candidate and Tri-State business needs at the time of hire.

### **ESSENTIAL FUNCTIONS AND RESPONSIBILITIES**

- Develop, review, update, and maintain a list of applicable SEC Controls as they pertain to Generation Assets, maintain SEC process documentation and required information for capital projects life cycle, and support internal and external auditing requirements.
- Create and maintain Work Orders for Generation. Develop, analyze,

implement and support all Capital Project Management Systems, and manage the Work Management Application for Capital Projects from creation to completion.

- Responsible for all facets of the Generation Capital budget including, but not limited to: developing, analyzing, forecasting and tracking cash flows and developing and maintaining required reporting; coordinating and maintaining Hyperion Capital Estimate Database; inputting Capital Budget estimates as provided by Laramie River Station (LRS) and Springerville (SGS) and adjusting cash flows and monthly costs as needed; tracking Yampa Project Board Approved Capital Budgets; and providing support to Financial Planning and Analytics (FP&A) department with all inquiries.
- Develop project cost estimates, and create, maintain and implement associated estimating tools, including utilizing appropriate software applications and creating reports for Production Asset projects.
- Coordinate budget process with all appropriate managers across the Generation fleet.
- Prepare and submit required reports and create other reports and provide analysis as

requested.

- Provide direction to Accounting Department for any issues related to payments, invoicing, and administration of Capital Projects and manage monthly costs for Capital project activities for LRS and SGS, providing appropriate Work Order information to Accounting.
- Initiate and monitor appropriate cost accounting, invoicing and close-out of Projects including Property Records Units (PRU's) and retirements.
- Evaluate, create and maintain the Quarterly Capital Variance Reports and maintain records for SEC compliance.
- Plan, develop, and provide training for Generation Capital projects and Generation Assets O&M end users, and CT group, for Hyperion, Asset Suite, OBIEE and other essential financial software programs and tools. Develop, document and maintain procedures for use of databases, tools and reports to facilitate dissemination and use of accurate, quality controlled Generation

data.

- Provide administration and oversight for Combined Cycle and Simple Cycle Inventory. Oversee cycle count activities. Perform required adjustments and track obsolete inventory for auditing. Perform as requested analysis on usage statistics.
- Manage cycle count process including, generating cycle count lists for CTs and JM Shafer; performing Annual Cycle Count Audit for 100% compliance at all Generation Facilities as well as ColoWyo and New Horizon Mines; documenting discrepancies and work with facility personnel to document mitigation plans; perform quarterly Cycle Count Audits for cost and quantity adjustments; and maintain all required SEC documentation.
- Participate in teams involved with documenting, standardizing and sharing improvements across the Tri-State organization.
- Facilitate use of individual and group process improvement and problem solving methodologies utilizing quality improvement

tools, i.e., graphs, cause and effect diagrams, control charts, flow charts, and other data analysis techniques.

- Review current Generation processes and recommend any modifications.
- Attend seminars and conferences related to the electric utility industry to keep abreast of new ideas in work management systems and new technologies.
- Support the development of project contracts or agreements and assure compliance to the terms and conditions through the construction, implementation and capitalization of projects.
- Adhere to and demonstrate compliance with appropriate electric utility industry regulatory requirements. Attain knowledge and remain knowledgeable of development in regulations, laws, standards and best practices applicable to the functional area including, but not limited to, Standards of Conduct, Environmental, Employment Law, NERC Reliability Standards and Safety. Must be familiar with, and comply with, all aspects of Corporate Policy C-54, Compliance.
- Demonstrate behavior consistent with Tri-State's culture embodied in the Cooperative principles and spirit and core values of technical competency, respect and

dignity, accountability, integrity, trustworthiness, and servant leadership to empower or otherwise enable others to optimally perform their job responsibilities. Demonstrate and promote ethics and behaviors consistent with Tri-State's culture, Board policies, and business practices. Understand and fulfill the role and responsibility for all compliance programs within the company.

- Because Tri-State is an electric utility with continuous service obligations to its customers, regular, reliable, and predictable performance of the essential functions and responsibilities is an essential function of the job.
- Because Tri-State has an obligation to provide continuous, reliable electric service to its customers, the ability to work overtime at any time of the day or week is considered an essential function of the job.

**OTHER DUTIES/RESPONSIBILITIES**

Perform other related duties as assigned

**SUCCESS FACTORS/JOB COMPETENCIES**

- **Leadership:** Ability to identify functional area business needs and establish goals and objectives to ensure alignment with enterprise goals.
- Problem analysis and problem resolution at both strategic and functional levels. Strong organizational skills with the ability to find commonality and remove duplication between data systems. Ability to synthesize information and cross-functional projects in order to produce consistent and simple reports to meet organizational needs
- **Planning and Time Management:** Ability to think ahead and plan upcoming initiatives, ability to prioritize workload, develop schedules and meet or keep track of deadlines; ability to make clear, consistent, and timely decisions.
- **Self-Starter:** Ability to work independently and follow through in a highly productive, value driven organization.
- **Business risks:** Ability to weigh business risks and ensure compliance with appropriate information security mea-

tures.

- Analytical and strategic thinking skills to develop options and alternative approaches to resolve issues. Strong problem-solving and critical thinking skills with deep attention to detail and the ability to identify, analyze, and resolve problems, driving solutions through to completion.
- Ability to conduct quantitative and qualitative research and analysis to support decision making. Excellent technical writing and reporting skills.
- **Strong Team Player:** Ability to work in partnership with other teams and functional areas. Ability to articulate complex information to a broad audience and maintain a high level of interdisciplinary cooperation and collaboration.
- Ability to develop conclusions and recommendations in support of new policies or policy modifications. Extensive judgment and discretion is required to interpret and apply guidelines consisting of company and project objectives, policies and practices, government regulations and administrative practices.
- Demonstrate behavior consistent with company values.

- **Strategic vision and leadership:** Employee requires the ability to develop innovative and creative solutions to complex problems that arise and guide the strategic direction of the business needs.

#### **REQUIRED JOB QUALIFICATIONS**

##### **Education, Training, Certifications and Licenses**

- Bachelor's degree in Economics, Finance, Engineering, Accounting, Business Analytics, Data Science, Mathematics, Project Management or a related discipline; or an equivalent combination of experience and/or education
- Knowledge, Skills, and Ability:
- Strong knowledge of ABB/Ventyx Asset Suite, or similar work management system softwares.
- Strong Proficiency in budgeting applications such as Hyperion, usage of Excel add-in SmartView.
- Working knowledge of Oracle and Business Intelligence Electronic Edition (OBIEE).
- Ability to evaluate, develop, implement and

audit process workflows and continuous process improvement initiatives across the organization in an unbiased way with a larger global-good perspective.

- Knowledge of plant accounting and finance; capital and O&M budgeting processes.
- Strong analytical, quantitative and economic evaluation skills.
- Ability to interpret operational data and convert data as needed.
- Ability to effectively produce training and development documents, training materials and reports.
- Knowledge of training and development best practices, including delivery methods and learning strategies.
- Working knowledge of RUS regulations, FERC chart of Accounts, FASB, and GAAP
- Knowledge of accounting, auditing and budgeting principles and practices.
- Working knowledge of personal computer usage, computer peripherals, and application of spreadsheet, database,

presentation, MS Office Suite and project management software.

- Written, verbal, and interpersonal communication skills at the level required to successfully perform the essential responsibilities of the position.
- Ability to understand guidelines for plant operation and maintenance activities, procedures and technical manuals within the guidelines consistent with corporate policies, programs and procedures and government requirements.  
Experience:
- Five (5) to eight (8) years of related progressive experience, preferably with electric utility experience.
- **Other:** Willingness to travel as required, including overnight travel.

**DESIRED JOB QUALIFICATIONS**

- Experience looking forward, interpreting information for predictive analytics upon which the generation organization may base business decisions.  
The above requirements describe the experience and education qualifications for the Generation Process and Control Management Analyst III. Those with less experience will be hired at the

Level I or II.

**PHYSICAL AND MENTAL**

**DEMANDS:** The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- **Physical demands:** While performing the duties of this position, the incumbent is required to sit for long periods of time and occasionally stand, walk, stoop, bend, reach above and below shoulder level and push/pull objects of varying weights, and lift up to twenty-five pounds. Incumbent is frequently required to use hands and fingers to handle, or feel objects, tools, or controls, talk and hear.
- **Mental demands:** While performing the duties of this job, the incumbent is required to read, write, perform basic math, analyze data and reports, exercise judgment, develop plans, procedures and goals, and present information to others and work un-

der pressure.

- **Work Environment:** While performing the duties of this position, the incumbent is exposed to a moderate level of noise. All of the duties are performed indoors and at a desk, operating office equipment.

**HOW TO APPLY**

Go to [www.tristategt.org/](http://www.tristategt.org/) and click on the 'Careers' Link. Search for Job and click 'Apply Now' Icon. You will be required to register in order to apply.

*Tri-State: Join the people behind the power.* Tri-State recognizes the value of a highly-engaged and committed workforce and provides an excellent benefits program that includes medical, dental, retirement and life insurance. Please visit our careers site at [www.tristategt.org/careers/](http://www.tristategt.org/careers/) for more details.

Equal Opportunity Employer - Minority/Female/Disabled/Veteran

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**SaltHill Group** is searching for qualified candidates to fill several open positions with our clients including global energy companies, oil & gas majors, hedge funds, I-Banks, IPPs, proprietary trading firms, utilities, retail energy providers, and market research firms. We work with companies nationwide. Sample open positions include:

- **FTR/CRR Traders, [Position #1](#)**
- **PJM FTR Trader, [Position #2](#)**
- **Director – Congestion Trading Analytics, [Position #3](#)**
- **Virtuals Trader (CalSO, MISO or PJM), [Position #4](#)**
- **PJM Fundamentals Manager, [Position #5](#)**
- **Transmission Trading Analyst, [Position #6](#)**
- **FTR Quant Trading Strategist, [Position #7](#)**
- **Data Scientist (Natural Language Processing),**

### [Position #8](#)

- **Structured Finance,**

### [Position #9](#)

- **Director – Government Affairs, [Position #10](#)**

For information on these open positions, please contact [chynes@salthillgroup.com](mailto:chynes@salthillgroup.com) by e-mail and visit our website [www.salthillgroup.com/candidates/opportunities/](http://www.salthillgroup.com/candidates/opportunities/).

#### **SaltHill Group**

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Phone 312-422-1392

#### **Position #1: FTR/CRR Traders – CalSO, ERCOT, MISO, NY, NE, Ontario, PJM or SPP Focus**

Position trades in monthly, quarterly and annual auctions. Required: advanced degree (PhD or Master's required, power engineering preferred), strong fundamental market knowledge, strong modeling and programming skills (power system economics, power flow and dispatch models), and prior profitable trading record trading FTRs/CRRs in a hedging or speculative trading environment.

#### **Position #2: PJM FTR Trader**

An energy trading firm is searching for an experienced PJM FTR to help start an FTR Trading Desk. The team will consist of a trader, transmission analyst, quantitative professional and software engineer. The PJM FTR team will

be constructing an FTR portfolio to leverage congestion risk with trades rooted in the fundamentals (deep understanding around power system economics and power flow drivers). The PJM FTR Trader will also be involved in future initiatives to expand into new ISO markets. Required: Masters or PhD degree (ideally in Electrical Engineering with a power systems focus); 2+ years of profitable trading PJM FTRs at a power trading firm, utility, or IPP; expert knowledge in the market rules of the PJM region; power fundamental modeling skills; experience using a production modeling tools, PowerWorld and the ability to work with large data sets. Advanced technology skills desired for data mining purposes and building trading tools.

#### **Position #3: Director – Congestion Trading Analytics**

Position will identify congestion opportunities for a proprietary/speculative power trading team using fundamental analysis and market knowledge. Responsibilities include building and running optimal power flow models; extracting and analyzing market data; understanding energy market rules, system planning and expansion studies, and power system operations in ERCOT, SPP, MISO and PJM; and collaborating with traders and other internal stakeholders. Required: Master's degree in Electrical Engineering (required) or PhD (preferred); 5+ years' experience in transmission planning (required) in one or more ISO (ERCOT or SPP is strongly preferred but other ISOs will be considered); experience with congestion trading markets (FTRs/TCRs/CRRs) is strongly preferred; excellent MS Ac-

cess, MS Excel, and Visual Basic skills (required); knowledge of statistics strongly desired; excellent written and verbal communication skills.

#### **Position #4: Virtuals Trader (CaISO, MISO or PJM)**

Position is responsible for developing the CaISO, MISO or PJM Virtuals trade seat (conceptualizing, developing, and back-testing the trade strategies, trade execution and risk management of the book). Required: bachelor's degree; experience with the market fundamentals of CaISO, MISO or PJM; strong modeling skills; and a historical PnL track record of \$1M trading CaISO, MISO or PJM Virtuals.

#### **Position #5: PJM Fundamentals Manager**

Position develops and identifies fundamental drivers for the PJM power market that are used by traders (commercial decision-making and trade ideas) and corporate (strategy, capital projects, M&A). Responsibilities include preparing fundamental research and building supply and demand models (day-ahead out 5 years); tracking market rule changes, infrastructure changes and near-term demand and fuel prices; providing a forward view on generation, transmission, load and impact to power prices and heat rates; providing short-term power price forecasts and market drivers; developing stack models; identifying market inefficiencies, price opportunities and strategies for the traders; undertaking capacity market fundamentals to support bidding activity; and developing trader tools. Required: bachelor's degree in a quantitative field (advanced degree is a plus); 5+ years' professional experience with the North American power markets in a power trading commercial environment; experience analyzing the

Cash and Term power markets; strong modeling/programming skills; an understanding of North American power supply/demand and infrastructure fundamentals; proven ability to build analytical trading tools; and ability to think commercially with strong communication skills. The candidate must have market knowledge in PJM; and experience with PSO, PROMOD, Aurora, GE-MAPS, or similar.

#### **Position #6: Transmission Trading Analyst**

Position provides analytical support for the nodal and ICE/OTC power traders across all the US ISOs. Responsibilities include running production cost models / power flow models; providing transmission and congestion research; forecasting nodal power prices; and identifying trade strategies for the FTR / CRR auctions. Required: Master's or PhD in Electrical Engineering (power systems focus) with 1-5 years' experience in transmission planning, power engineering or congestion analysis at a utility, IPP, power trading firm, power research firm or ISO; expert knowledge in the market rules of one or more of the following regions (PJM, NYISO, ISO-NE, MISO, CaISO, ERCOT or SPP) with a strong preference for PJM or ERCOT experience; power fundamental modeling skills; and experience using UPLAN, PowerWorld, Dayzer, PROMOD or PSSE. Advanced technology skills desired for data mining purposes and building trading tools.

#### **Position #7: FTR Quant Trading Strategist**

Position uses financial engineering techniques with existing fundamental analytics to drive trading strategy and commercial decisions for a power/FTR trading team. The team trades in the nodal and ICE/OTC power markets across PJM, MISO, ERCOT and SPP. Responsibilities are to identify trade signals in the fundamental and historical power data (price patterns, generation, congestion, load) using statistical analysis (time series, regression and machine learning techniques) and portfolio construction and optimization skills. Required: an advanced degree (Masters or PhD) in a quantitative field (financial engineering, math, statistics, etc.); and 2+ years of front-office quantitative experience in a trading environment (financial or energy markets) with a focus on working with Big Data and trading signal generation.

#### **Position #8: Data Scientist (Natural Language Processing)**

Position will build Natural Language Processing (NLP) capabilities to analyze unstructured data sets which can be deployed globally as tools to all trading desks. These capabilities will be used to identify trade signals and drive trading strategy and commercial decisions. Key responsibilities include developing, testing and implementing new tools to be used by the trading team; extracting, analyzing and managing Big Data from multiple internal and external sources;

optimizing large data sets into meaningful data; applying rigorous machine learning, statistical analysis, regression and optimization techniques to data for purposes of identifying signals and predictive patterns; evaluating and testing trading strategies; communicating analytical and modeling results through easy to understand visualization platforms; and researching and evaluating new technologies/tools associated with Big Data. Required: a PhD in a quantitative field (math, physics, computer science, engineering or statistics) with strong academic performance (3.8 GPA or higher); 1+ years' industry experience specialized in Natural Language Processing (NLP); excellent programming skills (C#, R, Python preferred); ability to write and optimize database queries to extract and analyze large data sets; strong understanding of statistics, machine learning, regression models and optimization techniques; and strong communication skills.

#### **Position #9: Structured Finance**

Position will provide financial analysis for power plant purchases, divestitures and joint venture activities. Key responsibilities include deal modeling and coordination, negotiations, and vetting of deals on strategic levels with the executive team and other key stakeholders. Educational and professional requirements include a bachelor's degree in Finance or related field; 10+ years' experience working with M&A for power or renewables at a private equity firm or investment bank, or FP&A focused on deals and strategy for power or renewables.

#### **Position #10: Director – Government Affairs**

Position communicates and advocates with government agencies,

public commissions and other external stakeholders with regards to energy policies that impact the business. Position will cover multiple states (approximately 25 states) and will work closely with traders, originators and regulatory experts. Responsibilities include: tracking legislative activity within each state; collaborating with internal stakeholders to develop and implement advocacy strategies; building strong relationships with external government stakeholders, trade associations and public commissions to communicate policy issues; preparing reports and presentations for company leadership, and serving as a public spokesperson on key issues; and actively participate in trade associations, advocacy groups and communities. Required: Bachelor's degree in Finance, Government or Public Affairs, or related field; 7+ years' experience in government affairs, campaign or issues management, strategic communications, energy or project management; strong knowledge/experience with power markets and/or commodity trading; significant contacts within government, business and community leaders; knowledge of state and federal legislative and regulatory processes and lobbying regulations; and exceptional written and oral communication skills, including strong public presentation skills. Position will require frequent travel within the United States.

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### **Western Region Vice President, Sales**

**Location – California or Houston**

**Client Overview:** Client is a US retail energy supplier that assist businesses how to successfully manage their energy consumption, costs and risk management in deregulated energy markets. They provide large C&I customers with, energy risk management, market intelligence, demand management, enrollments/scheduling services, settlements and billing. Client is a publicly traded company with revenues of \$7+ billion.

**Primary Functions:** Reporting to the Vice President, Sales, the RVP, Sales will lead energy commodity and risk management solution sales efforts across all markets, segments and channels to



clients within the Western Region.

**Skills/Knowledge/Abilities:**

**Responsibilities:**

- Lead a high-profile sales team responsible for generating gross margin.
- Recruit, hire, coach, train and supervise employees.
- Work with regulatory affairs to push for the further expansion of Western markets.
- Stay current on market and regulatory events within the region.
- Develop new distribution channels as opportunities arise that can generate net growth.

- Polished and proven leadership skills.
- Ability to professionally present to internal and external audiences including senior managers.
- Knowledge of FASB hedge accounting treatments.
- Knowledge of risk valuation methodology is preferred.
- Knowledge and experience in transactions that involve renewable energy sources.

**Experience:**

- 10+ years of sales and marketing working in deregulated energy commodity markets.
- 5+ years of managerial / leadership experience with sales teams.

**\*\*\*All offers of employment will be contingent on a clear background check and drug screen\*\*\***

**If you are interested, contact Scott Brownholtz @ 916.649.3200 – [scott@brownholtz.com](mailto:scott@brownholtz.com).**



**Client Services Manager  
CAISO Market Region**

**SUMMARY**

The **Client Services Manager (CSM)** reports to the Chief Client Officer. This position is primarily responsible for managing the relationship between The Energy Authority (TEA) and its clients, as well as providing internal leadership for service deployment and capabilities in business development. The CSM serves as liaison between TEA's service lines and its clients. The CSM is responsible for ensuring client satisfaction, providing quality assurance on deliverables to clients, and providing feedback internally to ensure ongoing improvement. The CSM will support the Chief Client Officer in business development activities, which may include: creating regional marketing plans; identifying new prospects for business development, both within TEA's existing client base and with new clients; leading business development efforts; and collecting/disseminating market intelligence.

This position is responsible for a wide range of duties and tasks associated with helping design, develop and implement TEA's services to existing and prospective clients in the CAISO market. The CSM may also provide subject matter expertise in the capacity of Product Owner relating to the design, development and implementation of day-ahead and real-time market services for TEA's CAISO operations, includ-

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ing market interactions, market monitoring, and reporting requirements for internal and client consumption. This individual may also assist with settlement and regulatory compliance, as well as assist with business development activities which may include creating marketing plans, identifying and contacting new prospects for business development and collecting/disseminating market intelligence. Ideal candidate will reside in the CAISO market region.

**The ideal candidate will possess the following skills:**

- Deep understanding of CAISO market
- Experience trading in Congestion Revenue Right and Resource Adequacy markets
- Experience in energy resource procurement and power purchase contract negotiation
- Knowledge of registration and regulatory requirements in CAISO
- Understanding of CAISO settlement charge types and processes
- Experience working with public power entities and Community Choice Aggregations (CCAs)
- Strong interpersonal skills and experience communicating complex concepts to coworkers, clients, and prospects
- Strong attention and focus on detail as well as business processes

**The following additional skills/experience are desired:**

- Understanding of CCA business model and understanding of the challenges facing new CCAs
- Familiarity with WECC region Energy Imbalance Market initiatives
- Understanding of western power markets and relationship to CAISO
- Project management experience
- Understanding of regional RPS and carbon markets
- Relationships with public power, the CCA community and key CAISO market participants
- Knowledge of CAISO transmission grid
- Experience in structuring and pricing power purchase agreements with an emphasis on renewable generating assets and Resource Adequacy Capacity
- Financial and accounting experience
- Experience managing hydro generation preferably in California
- Thermal and renewable asset management

- Business development/origination experience

**SUPERVISORY RESPONSIBILITIES**

This position involves ongoing Project Management responsibilities

**QUALIFICATIONS**

**EDUCATION and/or EXPERIENCE**

- Minimum of five years of CAISO related trading experience preferred
- Bachelor's degree from a four-year accredited college or university is required; major in a technical or business-related discipline highly desired; MBA or other advanced degree is a plus
- Experience with RTOs highly desired; experience trading financial energy products is a plus
- Strong technical skills with Microsoft Office Products (especially Excel); and programming skills in Visual Basic are highly desired

**COMPETENCIES REQUIRED**

The ideal candidate will possess the following competencies:

- **Adaptability:** ability to accept change readily, both in job responsibilities as well as in the work environment
- **Achievement:** ability to focus on results and a

commitment to continuous learning: Setting high goals, striving to improve performance and maintaining a level of excellence, and taking chances and trying new approaches to accomplish a task

- **Communication:** ability and willingness to communicate openly and honestly with others
- **Conceptual Thinking:** ability to reach innovative solutions by taking a holistic, abstract, or theoretical perspective
- **Systems & Technology Use:** ability to use tools and resources that are available, to minimize time spent on administrative tasks
- **Leadership:** ability to be motivate, influence, and support others to accomplish team and organizational goals
- **Financial Analysis:** ability to acquire and translate complex information into actionable results

**VALUES REQUIRED:**

The ideal candidate will possess the following values:

- Ownership
- Client focus
- Excellence
- Integrity
- Teamwork

**CERTIFICATES, LICENSES, REGISTRATIONS**

NERC Operator certification is a plus.

**OTHER SKILLS AND ABILITIES**

Ability to utilize and/or develop packaged and in-house developed software tools and systems such as: Microsoft Office software and Internet access. Experience with production cost modeling is beneficial. Knowledge of Qlikview, Velocity Suite, CXL, OATI, RTO Market Portal Web-based systems, and OASIS Transmission Web-based system. Participation in testing of new systems and assistance in developing and/or revising IT tools.

Candidate will be a self-starter with the ability to work effectively without direct supervision in a fast paced, multi-tasking environment with time deadlines. Position involves extensive spreadsheet and database computer skills. Strong problem solving, analytical and conflict resolution skills are a must. Candidate will be able to effectively interact across all levels of the trading organization.

**FOR ONLINE APPLICATION CLICK HERE: [Client Services Manager](#)**

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*Sempra NA Infrastructure*

*Sempra NA Infrastructure*  
**Real-Time Marketer**  
**San Diego CA**  
**Req. 19-40572**

**Primary Purpose:**

Under general supervision, conducts and schedules market energy transactions in real-time to optimize profitability of **Sempra Gas & Power Marketing, LLC (SGPM)** generation portfolio or proprietary trading books in various markets. Monitors power plant operations and market conditions and responds to contingencies. Monitors and schedules natural gas on various pipeline systems throughout North America.

**Duties and Responsibilities:**

- Executes real-time transactions (via ISOs, bulletin boards, electronic exchanges, telephone, brokers, etc.) for physical and financial hourly and daily energy products.
- Works as part of a team to manage and optimize generation portfolio based on unit commitment plans, risk management principles, and factors not included in the modeling (e.g., changes in price, market depth, plant availability, weather, etc.) on a real time basis.
- Develops quantitative models to price short term electricity products and forecast fundamentals of supply and demand
- Manages large amounts of data and performs general quantitative and/or econometric analyses to identify

commercial opportunities

- Develops solutions to increase efficiency of team operations
- Supports the day ahead electricity trading/scheduling function as needed.
- Manages the gas trading/scheduling functions on various pipelines during nights/weekends.
- Monitors real-time schedule adjustments and coordinates with market participants to account for deviations.
- Responsible for operating the real time desk in a manner that ensures compliance with all appropriate NERC reliability standards and Sempra Infrastructure procedures.
- Participates in Sempra Infrastructure's compliance program
- Work a rotating shift schedule to cover 24x7 operations.
- Performs other duties as assigned (no more than 5% of duties).

energy transactions. Knowledge of power plant operating characteristics and constraints.

- Knowledge of credit matters and risk management principles.
- Ability and willingness to work rotating 12 hour shifts to achieve 24 hour desk coverage. Able to work on a call out basis and cover additional shifts during co-worker absences.
- General knowledge of energy markets, including market principles, trends, behaviors, counterparties, electric transmission grids, natural gas pipelines, transaction practices, scheduling procedures, and other operational requirements.
- Good understanding and use of optimization models, scheduling interfaces, control area operator information systems, databases, spreadsheets, and other computer based systems.
- Refers to policies and practices for guidance.
- Develops solutions to a variety of problems of moderate scope and complexity.

**QUALIFICATIONS**

**Education**

Bachelor's Degree in Engineering, Economics, Accounting, Finance, Business, Mathematics, or Computer Science

**Experience**

3+ years experience in the electric power industry, including experience in energy transactions, scheduling, transmission operations, gas scheduling or equivalent training and/or experience

**Skills and Abilities:**

- Knowledge of economic, financial, and physical principles governing

**Full-Time/Part-Time**

Full-time

**APPLY ONLINE:** [sempralng.com/careers](http://sempralng.com/careers), **Req. 19-40572**

190307



**Real-Time Energy Trading Manager**

**Tacoma Public Utilities  
Tacoma, WA**

Tacoma Power is seeking a **Real-Time Energy Trading Manager** to oversee the Real-Time Energy Trading, Preschedule and Energy Accounting (ATF) functional areas. The Real-Time Energy Trading Manager will provide direction, supervision, support and training of specialized technical professionals. This position requires advanced management principles, supervisory, tactical planning and strategic analytical skills.

This position is responsible for managing the 24/7 operations of real-time energy trading including shift operations of NERC-certified Real-Time Energy Traders (RTET), who perform specific Balancing Authority tasks and functions; seek real-time opportunities in a marketplace with hourly fluctuating prices; and execute innovative sales and purchases that maximize the economic value of Tacoma Power's resource portfolio. This includes maintaining the RTET Training Program, per NERC requirements.

This position is also responsi-

ble for managing the Preschedule and Energy Accounting functional areas. Preschedule tasks include scheduling, transmission pathing, balancing and tagging. The After-the-Fact (ATF) Energy Accounting tasks and functions include transaction reconciliation, billing, and financial reporting. The group is also responsible for financial analysis, budget, regulatory reporting and compliance.

#### Qualifications:

- Minimum of eight years of increasingly responsible experience in the utility industry, including a minimum of five years in a supervisory or management position;
- Bachelor's degree from a four-year accredited college or university with degree in engineering, business management, or related discipline highly desired. Industry experience may be used in lieu of educational requirement;
- Experience with hydro operations, energy markets and trading;
- CAISO experience highly desirable.
- Experience in industry regulatory compliance;
- Experience in energy accounting practices and principles;
- Strong technical and strategic analytical skills.
- **NERC Balancing and Interchange Operator** certification required within six months of hire.

#### Real-Time Knowledge & Skills:

- Exceptional leadership skills, demonstrating the ability to motivate, influence, and support others to accomplish individual, team and organizational goals.
- Management fundamentals; supervisory skills, techniques and competencies.
- Strong interpersonal skills and experience using tact, patience, and courtesy.
- Training skills, techniques and competencies.
- Strong technical and strategic analytical skills.
- Understanding of power system dynamics, situational awareness, basic system operating principles, load balancing, and the bulk electric system.
- Understanding of transmission system operations and constraints.
- Understanding of real-time balancing and interchange; reservoir management and operating position strategies.
- Understanding of Western power markets and CAISO.
- Knowledge of NERC and WECC regulatory requirements
- Ability to manage multiple priorities and meet deadlines.
- Adaptable and willing to accept and facilitate change productively.
- Ability and willingness to communicate openly and honestly with others; proficient and effective in both written and oral communications.
- Impeccable work ethic; high level of integrity

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