



POSITION OPENING

HYDRO MECHANIC

Columbia Basin Hydropower (CBHP), located in Ephrata, Washington, has an opening for a Hydro Mechanic.

Power generation equipment service, maintenance, and repair experience required. Applicants must have a valid Washington State driver's license.

The hourly rate is dependent upon qualifications.

Interested applicants should submit a resume outlining qualifications and a list of three references by March 06, 2026.

Mailing Address:

107 D Street NW
Ephrata, WA 98823

Email submissions may be sent to: info@cbhydropower.org

COLUMBIA BASIN HYDROPOWER JOB DESCRIPTION

Job Title: Hydro Craftworker/Mechanic
Location: Summer Falls and Main Canal Power Plants
Reports to: Hydro Supervisor
FLSA Status: Non-exempt (Hourly)
IBEW CBA: Yes
Revision date: February 9, 2026
Supersedes: March 3, 2025

JOB SUMMARY:

A Columbia Basin Hydropower (CBHP) Hydro Craftworker has a thorough working knowledge of the operation, maintenance, repair and installation of equipment associated with a hydro generating station and its appurtenances; be practical, skillful, and competent in carrying out assignments such as machine shop practices, operation and maintenance of heavy equipment, maintenance and repair of rotating equipment, maintenance and repair of non-rotating equipment, switching, and recordkeeping.

DUTIES & RESPONSIBILITIES:

To perform the job successfully each essential function of the job must be performed satisfactorily. The following essential functions are activities that are assigned to qualified and authorized workers on the basis of knowledge, skills, and abilities.

- Identify or address malfunctions of hydroelectric plant operational equipment, such as generators, transformers, or turbines.
- Monitor hydroelectric power plant equipment operation and performance, adjusting to performance specifications, as necessary.
- Communicate status of hydroelectric operating equipment to operators, engineers, or supervisors.
- Inspect water-powered electric generators or auxiliary equipment in hydroelectric plants to verify proper operation or to determine maintenance or repair needs.
- Install or service electrical or mechanical equipment, such as motors, engines, pumps, and hydraulics.
- Maintain logs, reports, work requests, or other records of work performed in hydroelectric plants.
- Maintain or repair hydroelectric plant electrical, mechanical, or electronic equipment, such as motors, generators, air compressors, sump pumps, gates, or valves.
- Operate hydroelectric plant equipment, such as turbines, pumps, valves, gates, and fans.
- Take readings and record data such as water levels, temperatures, or flow rates.
- Change oil, hydraulic fluid, or other lubricants to maintain condition of hydroelectric plant equipment.
- Connect metal parts or components in hydroelectric plants by welding, soldering, riveting, tapping, bolting, bonding, or screwing.
- Cut, bend, or shape metal for applications in hydroelectric plants, using equipment such as hydraulic benders or pipe threaders.
- Erect scaffolds, platforms, or hoisting frames to access hydroelectric plant machinery or infrastructure for repair or replacement.
- Lift and move loads, using cranes, hoists, and rigging, to install or repair hydroelectric system equipment or infrastructure.
- Perform preventive or corrective containment or cleanup measures in hydroelectric plants to prevent environmental contamination.

- Perform tunnel or field inspections of hydroelectric plant facilities or resources.
- Shall keep assigned tools and equipment clean and orderly, securing repairs and maintenance as required.
- Assist in the training of apprentices as required.
- Maintain regular attendance.
- Perform duties and responsibilities as required.
- Secondary function: other duties as assigned.

SUPERVISORY RESPONSIBILITIES: None

JOB SPECIFICATIONS:

The following job specifications are representative of the knowledge, skills, abilities, education, and experience required to successfully perform the duties of this position.

EDUCATION/CERTIFICATION/LICENSES:

- High school diploma, GED, or comparable education required.
- Two or more years of technical training in the subjects of mechanics, electricity, or computer science desired.
- IBEW journey level card in major craft, or ability to obtain within a specified time period based on prior experience.
- Possess and maintain a valid Washington State Driver License and insurable driving record.
- Commercial driver's license is preferred, could possibly become required.
- Possess or obtain (provided by CBHP) valid First Aid card including CPR training, equivalent to the State of Washington requirements for Industrial First Aid.

EXPERIENCE:

- Two or more years of power generation operation and maintenance or five or more years of other industry electrical and mechanical equipment operation and maintenance is preferred.

KNOWLEDGE, SKILLS AND ABILITIES:

- Possess a basic electrical and mechanical aptitude.
- Knowledge and understanding of Washington Electrical Workers safety rules and regulations.
- Have the ability to read and interpret instruction books, Maintenance Management program sheets, blueprints, schematic diagrams, and engineering sketches.
- Be qualified to safely and competently operate equipment associated generating electricity.
- Asbestos Abatement Certification is preferred, could possibly become required.

OTHER:

- Ability to work independently, be self-motivated and exercise sound judgment.
- Write legibly and be able to maintain records, files and fill out forms.
- Must promote and follow all CBHP safety policies.
- Use strong reasoning skills and take responsibility for self in work environment.
- Self-motivated; ability to start and complete projects and tasks with minimal supervision.
- Strong interpersonal skills and the ability to work effectively with a wide range of constituencies.
- This position is required to pass a background check (to be completed by CBHP).
- May work rotating shiftwork and weekends.

WORKING CONDITIONS:

This position will expose the worker to environmental conditions found both indoors and outdoors.

- Will frequently be exposed to hazards such as water, rotating blades, electrical current, working at heights, darkened and cramped or confined spaces, etc.
- Will frequently be exposed to inherent hazards such as slipping, tripping, falling, vehicle accidents, etc.
- Will frequently be exposed to dust, dirt, fumes, vapors and other pollutants.
- Will frequently be exposed to loud environments and vibration from power tools and equipment.
- May frequently be exposed to or in proximity of caustic chemicals and/or solvents.
- May frequently be exposed to extreme temperature, weather and environmental conditions.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Must be able to sit, stand, walk, bend/stoop, twist, reach forward and above shoulder level, talk, and hear frequently and for long periods.
- Must be able to crouch, kneel, and crawl frequently and for long periods.
- Must be able to ascend and descend a ladder, scaffolding, and/or stairs.
- Must be able to grip, grasp, and handle objects frequently.
- Must be able to lift and move up to 50 lbs. frequently and 80 lbs. occasionally.
- Must be able to see objects at close range, as well as detect differences between colors.
- Must have manual dexterity to operate a motor vehicle and personal computer.
- Must be able to drive in all weather conditions.

COMPENSATION:

WAGE: Bargaining Unit Payroll Classification Group: \$47.29/hr. to \$63.71/hr. depending upon qualifications.

BENEFITS:

- Medical/Dental Insurance, including Vision and Prescription Drug coverage effective first of month following date of hire.
- CBHP paid basic life insurance and short-term disability insurance effective first of month following date of hire.
 - Employee paid voluntary life, long-term disability insurance available.
- Paid Time Off (accrual and eligibility to use begins date of hire).
- Paid Holidays (eligibility to use begins date of hire).
- One Paid Floating Holiday annually (eligible to use six months after date of hire).
- Washington State Public Employees Retirement System (PERS).
- Washington State Deferred Compensation Program (DCP) employer 50% match up to 3% of regular straight-time wages.
- Voluntary Employees' Beneficiary Association (VEBA) employer contribution equal to 2% of regular straight-time wages.

This is a full-time position. Normal work hours are 6:30am to 5:00pm, Monday-Thursday.

CBHP is an Equal Opportunity Employer.

Employment at CBHP is at-will. Neither this job description, nor any other CBHP document, grants any contractual right, either expressed or implied, to remain in the employment of CBHP; nor does it guarantee any fixed terms and/or conditions of employment. Employment is not for any specific time and may be terminated at will, with or without cause, and without prior notice by CBHP, or you may resign for any reason at any time.