

Hydropower Supervisor
Columbia Basin Hydropower
Ephrata, WA

Columbia Basin Hydropower (CBHP) seeks a candidate to succeed the current Hydro Supervisor who will be retiring in late 2025. The Hydro Supervisor is responsible for oversight, direction, and guidance of operations and maintenance activities associated with CBHP hydroelectric projects and related facilities. The Hydro Supervisor assists the Secretary–Manager by providing recommendations pertaining to the management and administration of the CBHP organization.

CBHP operates and maintains five hydroelectric projects with a total capacity of 129 MW and provides FERC liaison support for two additional hydro projects owned by the three Columbia Basin Irrigation Districts. CBHP employs 25 management and craft workers and has an annual O&M budget of \$6 million.

The position is located in Ephrata, WA. Salary is dependent on qualifications and experience. CBHP provides a comprehensive benefit package, including medical, dental, vision, and Washington State PERS retirement plan. Job description and application process can be found on the CBHP website: www.cbhydropower.org.

TO APPLY: Send resume, salary expectations, and three work references no later than June 30, 2025, to CBHP Secretary-Manager, 107 D Street NW, Ephrata, WA, 98823. Or email to: info@cbhydropower.org.

AD CLOSES: June 30, 2025

Job Description

Job Title: Hydro Supervisor

Department: Management

Supervisor: Secretary-Manager

FLSA Status: Exempt

Salary Range: \$156,540 - \$195,000

Summary

Responsible for oversight, direction, and guidance of operations and maintenance activities associated with Columbia Basin Hydropower (CBHP) hydroelectric projects and related facilities. Assist the Secretary–Manager by providing recommendations pertaining to the management and administration of the CBHP organization. Perform other duties as assigned.

Duties and Responsibilities

The following duties are performed personally or through direction and collaboration with other CBHP employees, agencies, contractors, and consultants:

- Delegate functional activities to workers and establish schedules and responsibilities to ensure safe and efficient operations.
- Support and emphasize safety and environmental programs and ensure associated regulatory compliance.
- Ensure the plants are operated and maintained in compliance with FERC license requirements and NERC/ WECC reliability standards.
- Provide leadership through workforce planning and training opportunities.
- Assist in the development and administration of the annual operating budget and long-term financial planning.
- Assist in the development and administration of the asset management program.
- Investigate, evaluate, and determine best application of new developments in the electric power industry to secure maximum efficiency of personnel and equipment.
- Assist with studies associated with the potential development of new hydroelectric projects.
- Perform additional managerial duties as assigned by the Secretary-Manager.

Supervisory Responsibilities

Responsibilities include:

- Interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.
- Work in collaboration with approximately eight management personnel and 15 union personnel.

- Direct reports include the approximately eight Hydroelectric Operators, four Hydro Mechanics, two Hydro Technicians, and one Hydro Electrician.

Knowledge, Skills and Abilities:

An individual in this position should demonstrate the following competencies:

- Job Knowledge – Competent in required job skills and knowledge including a thorough understanding of hydroelectric project development, operations, and maintenance.
- Project Management – Develops project plans; coordinates projects; communicates changes and progress; completes projects on time and budget.
- Communications – Competently expresses ideas and thoughts verbally and in written form; ability to write effective correspondence, policies, memorandums and reports; ability to make effective presentations.
- Strategic Thinking – Develops strategies to achieve organizational goals; understands organization's strengths & weaknesses; analyzes market and competition; identifies opportunities; adapts strategy to changing conditions.
- Safety and Security – Observes safety and security procedures; promotes safe work environment; determines appropriate action beyond guidelines.
- Computer Skills – Working knowledge of Word Processing software, Project Management software, Excel spreadsheet software, and Internet software.
- Continuous Learning – Assesses own strengths and weaknesses; seeks feedback to improve performance; pursues training and development opportunities; strives to continuously build knowledge and skills; shares expertise with others.
- Dependability – Follows instructions, responds to management direction; takes responsibility for own actions; keeps commitments; commits to flexible schedule when necessary to reach goals.

Education and/or Experience

- Minimum Bachelor's degree or equivalent and five years of experience in hydroelectric power generation field preferred.
- Minimum of seven years of experience in hydroelectric power generation field; or equivalent combination of education, training, and experience may substitute for degree.
- Previous supervisory experience preferred.

Physical Demands

Must be able to accomplish the physical requirements of the job with reasonable accommodations.

- Employee will be required to adhere to varying amounts of the following: standing, walking, bending, squatting, and lifting. May be required to lift, carry, and move up to 50 lbs.
- Will occasionally work at heights, climb ladders, stairways, and work from platforms.

- Will be required to wear personal protective equipment (PPE) at times including, but not limited to: hard hat, safety glasses/goggles, hearing protection, gloves, safety shoes, floatation device, and arc flash protection.

Work Environment

- Work is generally performed inside an office environment or inside a power plant, but work may occur outside in all weather conditions.
- Noise levels will be moderate to high.
- Job sites contain light to heavy equipment vehicles, energized high and low voltage equipment, high pressure pneumatic and hydraulic equipment, communication equipment and alarm systems.