



State of Washington Energy/Utilities Engineer 3

SALARY	\$82,872.00 - \$108,780.00 Annually	LOCATION	Thurston County – Lacey, WA
JOB TYPE	Full Time - Permanent	REMOTE	Flexible/Hybrid
EMPLOYMENT			
JOB NUMBER	2025-08824	DEPARTMENT	Utilities and Transportation Commission
DIVISION	Pipeline Safety	OPENING DATE	12/11/2025
CLOSING DATE	1/1/2026 11:59 PM Pacific	SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step

Description



WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

Respect. Professionalism. Integrity. Accountability.

Help protect the consumers of Washington state!

Energy/Utilities Engineer 3

Salary Consideration: Range 67, Step A (\$82,872) – Step L (\$108,780) annually.

The starting salary offer will be determined based on the successful candidates' qualifications. Typically Step M the pay range is a longevity step.

This recruitment is open until January 01, 2025 at 11:59pm.

UTC reserves the right to render a hiring decision and/or choose to close or extend this recruitment at any given time.

Applications for this recruitment could be used to fill comparable positions that open within the next 60 days.

The Opportunity:

The Washington Utilities and Transportation Commission (UTC) is seeking to fill an **Energy/Utility Engineer 3** position to support the mission of the Pipeline Safety Division and is specifically aimed at enhancing public health and safety

through regulatory compliance. This is done primarily by conducting inspections of regulated hazardous liquid and gas pipeline companies to ensure compliance with state and federal pipeline safety rules and regulations.

Hybrid:

Although this is a hybrid opportunity, the successful incumbent **must** reside within Washington state and **must** be available to report to the Lacey, Washington headquarters building as needed.

Travel:

This position will necessitate travel throughout Washington state and occasionally other parts of the U.S. that involve overnight stays for inspections, incidents, training, conferences, and for meetings. This may occur during and/or outside normal work hours (including remote locations) that may include overnight stays.

Who We Are:

Our mission is to protect the people of Washington by ensuring that investor-owned utility and transportation services are safe, equitable, reliable, and fairly priced. We protect consumers by regulating the rates, services, and practices of private or investor-owned utilities and transportation companies to ensure they are safe, equitable, reliable, and affordable.

The UTC is continually recognized for its excellence and integrity as a regulatory agency, as we challenge the status quo and ourselves to ensure equitable outcomes for our customers and the people of Washington State.

We recognize that our employees are the key to the agency's success. We are committed to our work but value balance with our personal lives. We demonstrate our commitment to employees by providing an environment that stimulates professional growth, and offers continuing learning opportunities, meaningful work, and a comprehensive benefits package. For more information about our benefits or working at UTC, please visit our [website](#).

What We Offer Our Employees:

- UTC fosters an environment of [diversity, equity, inclusion and belonging](#), while striving to hire and retain a workforce from the communities we serve.
- We place importance on a healthy balance between personal and professional lives; offering flexible work schedules, wellness programs, and mobile/telework opportunities.
- Through the state, our employees (and their families) are offered options for medical, dental, vision and basic life insurance.
- We offer enrollment into the state retirement programs and a deferred compensation plan.
- Throughout a calendar year, employees receive a minimum of 14 days of vacation leave per year and 11 paid holidays and 1 personal holiday in addition to accruing sick leave.

Our Values:

- **Respect** - We treat every person and interaction with consideration and goodwill.
- **Professionalism** - We are committed to excellence in our work and conduct.
- **Integrity** - We do the right things for the right reasons - trusting others to do the same.

How to Apply:

Interested in joining the UTC team? Click the Apply button at the top to begin! We **only** consider candidates for further screening if the following documents are attached to your completed application packet.

1. **Letter of Interest**describing how you meet the position qualifications and why you believe you are the ideal candidate.
2. **Resume** detailing your applicable experience and education.

3. **References:** At least three (3) professional references with current telephone numbers and email addresses. One (1) contact **MUST** be your current or most recent supervisor.

*The initial screening of candidates will be solely based on the contents and completeness of the application, including answers provided to the Supplemental Questionnaire, along with the required attachments - **letter of interest, resume, and references** submitted as part of the application process.*

Please note, *see resume* will not substitute for completing the "work experience" section of the application or supplemental questionnaire.

Duties

The Position:

Reporting to the Energy/Utility Engineer 4, this position responds to and investigates incidents, provide technical assistance to pipeline operators, local governments and communities, and improves safety laws and regulations.

What you'll do:

You'll be responsible for validating and enhancing safety standards for natural gas and hazardous liquid pipelines located within the state. This is done primarily by conducting inspections of regulated hazardous liquid and gas pipeline companies to ensure compliance with state and federal pipeline safety rules and regulations. This work will require someone who is independent, with efficient time management skills, balancing competing priorities.

This position interacts with other pipeline safety engineers, UTC Consumer Protection and Regulatory Services staff, support staff, and assistant attorney general assigned to the program. Additionally, interacts with other officials from the Federal Pipeline & Hazardous Materials Safety Administration (PHMSA), other state pipeline safety program representatives, regulated pipeline personnel, local government, and the general public.

Additional duties include, but aren't limited to the following:

- Conducts independent complex standard and specialized inspections and assessments of both interstate and intrastate gas and hazardous liquid pipeline facilities, operations, and maintenance in order to determine compliance with state and federal regulations.
- Investigates natural gas incidents and hazardous liquid accidents to determine cause, operator responsibility and potential violations of Federal and State Pipeline Safety Standards. Prepares a written report of findings and conclusions with potential recommendations for enforcement actions.
- Reviews and analyzes records pertaining to operators' compliance with Federal Pipeline Safety Standards (i.e., 49 Code of Federal Regulations (CFR) sections 191 through 199), and state gas and liquid pipeline safety rules as defined by Washington Administrative Codes (WAC).
- Conducts compliance activities to include, but are not limited to, review of operation and maintenance manual, operation and maintenance activities, evaluation of operator's design and operation of equipment, pipelines, pipeline pressure control and overpressure protection devices. This will involve field work in remote locations for extended periods.
- Performs activities that include calculations of pressure relief capacity, safe operating pressures, corrosion control procedures to preserve integrity of steel pipe systems, odorization monitoring operation and maintenance plans, emergency plans and procedures to ensure public safety during an emergency.
- Compiles, prepares, enters, and updates records, data, reports and other information in program databases, files, and other storage media in order to document inspection and investigative findings.

Qualifications

Required Education, Experience, and Competencies:

- Bachelor's degree in engineering with a focus on mechanical, civil, or related field from an accredited institution whose accreditation is recognized by the US Dept. of Education or the Council for Higher Education Accreditation (CHEA) or a foreign equivalent. ***Equivalent education or experience may be substituted for the degree on a year-for-year basis.*** "Equivalent education or experience" refers to a combination of college-level coursework or training and relevant technical experience that has provided the knowledge, skills, and abilities necessary to perform independent pipeline safety inspections and investigations.

AND

- Three (3) years of relevant work experience in federal and state enforcement of pipeline safety regulations including the design, construction, operation and maintenance of pipeline systems
- Possess basic skills in the use of software comparable to MS Word, Excel, and Outlook. Ability to navigate the internet to find and download information. Ability to use agency unique databases to establish and update information and to extract information for reporting purposes.

OR

- Seven (7) years of progressively responsible engineering experience in federal and state enforcement of pipeline safety

Demonstrated competency in the following areas (*competency may be gained through education, experience, or a combination thereof*):

- **Analytical Skills** - Ability to examine, interpret and organize data from various sources in the identification of essential information and underlying principles or trends. Forms accurate interpretation and conclusion concerning information and develops appropriate action plan to take in response to those conclusions. In the absence of clear guidelines or information, use judgment and critical thinking to develop appropriate meaning and form conclusions necessary to resolve the problem or issue.
- **Research Skills** - Knowledge of where and how to access required data and information; anticipates additional resources. Reviews gathered materials, drawing out and recording relevant information. Recognizes when additional sources of information should be consulted and when information is suspect, vague, or needs to be supplemented or verified. Organizes, documents, and communicates research results and information in a way that can be understood, interpreted, and acted upon by end-users.
- **Inspection Skills** - Use critical observation skills to inspect equipment, facilities, programs, records or operations of pipeline companies. Use analytical skills to identify factors affecting or contributing to issues of noncompliance, to recognize trends and forecast anticipated problems, hazards, and issues that have not yet surfaced. Identify and determine specific safety improvement recommendations or requirements at the site location.
- **Knowledge of Investigative Techniques** - Understands documentation requirements, chain of custody, rules of evidence and interviewing techniques.
- **Knowledge of Relevant Laws and Regulations** - Demonstrates comprehensive knowledge of federal and state pipeline safety laws, rules and regulations and the ability to explain and enforce these rules and regulations.
- **Knowledge of Pipeline Operations and Systems** - Demonstrates understanding of varied pipeline operations and systems, construction practices and engineering specifications, and compliance issues associated with pipeline operations and systems and sound engineering principles.

Demonstration of EDI Competencies (expected of all employees)

- The ability to take action to learn and grow.
- The ability to take action to meet the needs of others.

Demonstration of UTC Core Competencies (expected of all employees):

- Accountability

- DEI Knowledge, Understanding, & Commitment
- Self-Awareness and Commitment to Growth
- Cultivating Mutually Beneficial and Trusting Strategic Partnerships
- Inclusive Excellence & Allyship
- Measuring Success and Improvement
- Customer Focus
- Results Focus
- Communication Skills
- Adaptability/Flexibility
- Self-Development
- Continuous Process Improvement

Preferred/Desired Qualifications:

- An advanced degree in engineering with a focus on mechanical, structural/civil, or related field from an accredited institution whose accreditation is recognized by the US Dept. of Education or the Council for Higher Education Accreditation (CHEA) or a foreign equivalent.
- Licensed professional engineer.

Supplemental Information

READ THE FOLLOWING INFORMATION COMPLETELY:

- This position is overtime **eligible** per the requirements of the Fair Labor Standards Act.
- This position is **represented** by the Washington Federation of State Employees (WFSE).
- Carefully review your application and any requested attachments for accuracy, spelling, and grammar before submitting.

If you have gotten this far and are thinking you do not qualify, consider again! Studies have shown that women and people of color are less likely to apply to jobs unless they meet every single qualification. At the UTC, we are dedicated to building a diverse and authentic workplace centered in belonging. If you are excited about this role but your experience does not align perfectly with every qualification in the job description, we encourage you to apply anyway. You may just be the candidate needed for this or other roles.

All information may be verified; additional documentation may be required. Candidates may be disqualified if the education and/or work experience does not include information used to meet the minimum qualifications of the job.

The UTC is an equal opportunity employer. We want to make sure you have an equal opportunity to join our team. Our commitment is making sure current and future employees are treated fairly and equally without regard to age, sex (including gender identity), race, ethnicity, disability, sexual orientation, veteran status, marital status, or religious or political affiliation.

Persons needing accommodation in the application process or this announcement in an alternative format may contact humanresources@utc.wa.gov. For TTY service, please call the Washington Relay Service at 7-1-1 or 1-800-833-6384.

For more information about the UTC, please visit:

www.utc.wa.gov, www.twitter.com/wautc and www.facebook.com/wautc

The State of Washington:

<http://access.wa.gov>

Benefits

More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

Read about our benefits:

The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.

Note: If the position offers benefits which differ from the following, the job posting should include the specific benefits.

Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems](#)' web site.

Employees also have the ability to participate in the [Deferred Compensation Program \(DCP\)](#). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

Social Security

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

Public Service Loan Forgiveness

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

Holidays

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

Note: Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

Sick Leave

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.

Vacation (Annual Leave)

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

Note: Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

Military Leave

Washington State supports members of the armed forces with 21 days paid military leave per year.

Bereavement Leave

Most employees whose family member or household member dies, or for loss of pregnancy, are entitled to five (5) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

Additional Leave

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)