

## Analyst - Budgets & Accounting

**General Description:**

Analyzes and interprets data, develops alternatives, presents findings and recommendations, and consults with department, client organization, and/or corporate decision makers in support of departmental and/or Company operations. May implement results of decisions based on analysis. Types of analysis performed may include feasibility, cost/benefit, trend, and cause and effect. Areas of analysis include, but are not limited to operational effectiveness, cost control, human resources, and quality assurance.

Dimension	Analyst - Budgets & Accounting 1	Analyst - Budgets & Accounting 2	Analyst - Budgets & Accounting 3
Job Code	ABA1	ABA2	ABA3
Area of Responsibility	<p>Gathers, documents, and analyzes data and information.</p> <p>Assists in planning analyses, presentation media/materials, and implementation strategies for a portion of a less complex analysis. Supports implementation of recommendations.</p> <p>Utilizes existing models and methodologies.</p> <p>Coordinates preparation of presentation materials and may develop some materials.</p> <p>Supports presentations given by other analysts and supervisor.</p> <p>Work is generally reviewed and approved.</p>	<p>Gathers, documents, analyzes data and draws conclusions on data and information.</p> <p>Plans or assists in planning analyses, presentations, and implementation strategies for a less complex analysis or for a portion of a complex analysis. Often responsible for implementation of selected recommendations.</p> <p>Utilizes existing models and methodologies.</p> <p>Knowledgeable about sources of data and resources available to access information. Accountable for the accuracy and integrity of finding and recommendations.</p> <p>Develops and makes presentations to department and division management and section supervision.</p>	<p>Acts as a consultant to department and division management, business units, or departments.</p> <p>Plans all aspects of analyses, presentations, and implementation strategies for either a portion of, or a complete complex analysis. Usually responsible for implementation of selected recommendations.</p> <p>Utilizes existing or devises new, innovative models and methodologies.</p> <p>Knowledgeable about sources of data and resources available to access information. Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Develops, reviews drafts, and makes presentations to department and division management and section supervision.</p> <p>May provide functional direction to analysts and support personnel.</p>
Decision Making & Impact	<p>Provides advice and recommendations on decisions having minor to moderate impact on a department.</p>	<p>Influential on final decisions. May make final decisions, consistent with organizational authorization levels, having minor or moderate impact on a department.</p>	<p>Highly influential on final decisions. May make final decisions, consistent with organizational authorization levels, having moderate to major impact on a department.</p>

<b>Dimension</b>	<b>Analyst - Budgets &amp; Accounting 1</b>	<b>Analyst - Budgets &amp; Accounting 2</b>	<b>Analyst - Budgets &amp; Accounting 3</b>
<b>Job Code</b>	<b>ABA1</b>	<b>ABA2</b>	<b>ABA3</b>
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate.	Associate degree in Business or related field or an equivalent combination of education, training, and experience.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.
Knowledge/Experience	<p>Thorough knowledge and experience of activities associated with the job responsibilities.</p> <p>Typically possesses zero to two or more years of experience in budgets and accounting analysis.</p>	<p>Thorough knowledge and experience of activities associated with the job responsibilities.</p> <p>Typically possesses three or more years of experience in budgets and accounting analysis.</p>	<p>Thorough knowledge and experience of activities associated with the job responsibilities.</p> <p>Highly specialized or technical expertise not generally found within the department.</p> <p>Typically possesses five or more years of experience in budgets and accounting analysis.</p>

## Analyst – Business

### General Description:

Analyzes and interprets data, develops alternatives, presents findings and recommendations, and consults with department, client organization, and/or corporate decision makers in support of departmental and/or Company operations. May implement results of decisions based on analysis. Types of analysis performed may include feasibility, cost/benefit, trend, and cause and effect. Areas of analysis include but are not limited to operational effectiveness, cost control, human resources, and quality assurance.

Dimension	Analyst - Business 1	Analyst - Business 2	Analyst - Business 3
Job Code	ABU1	ABU2	ABU3
Area of Responsibility	<p>Gathers, documents, and analyzes data and information.</p> <p>Assists in planning analyses, presentation media/materials, and implementation strategies for a portion of a less complex analysis. Supports implementation of recommendations.</p> <p>Utilizes existing models and methodologies.</p> <p>Coordinates preparation of presentation materials and may develop some materials. Supports presentations given by other analysts and supervision.</p> <p>Work is generally reviewed and approved.</p> <p>Contacts are primarily within own internal organization but may include other departments.</p>	<p>Gathers, documents, analyzes data and information. May analyze and draw conclusions of limited scope and complexity.</p> <p>Plans or assists in planning analyses, presentations, and implementation strategies for a portion of a less complex analysis. Supports implementation of recommendations.</p> <p>Uses existing models and methods as well as skills and experience to address issues.</p> <p>Coordinates preparation of analysis or presentation materials and may develop some materials to be reviewed and delivered by others. Supports presentations given by other analysts and/or supervisors.</p> <p>May perform periodic billing, budget, or other related calculations in support of various business processes having low to moderate impact.</p> <p>Contacts are primarily within own internal organization but may include other departments.</p>	<p>Gathers, documents, analyzes, and draws conclusions on complex data and information after considering alternatives through independent research and analysis. Acts as a key resource to department and division management.</p> <p>Plans all aspects of analyses, presentations, and implementation strategies for a moderate to complex analysis. Usually responsible for implementation of selected recommendations.</p> <p>Devises or assists in devising new, innovative models and methodologies by preparing analyses and recommending alternatives.</p> <p>Knowledgeable about sources of data and resources available to access information. Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Develops, reviews drafts of, and assists or makes presentations to Corporate Officers, department and division management, section supervision, and other interested parties. Participates in presentations by other analysts, supervisors, and managers. Maintains a positive working relationship with client organizations.</p> <p>Weekly contact with other departments, regulators, and standards/rules setting bodies.</p> <p>Information shared is sometimes sensitive in nature.</p> <p>May provide functional direction to other</p>

<b>Dimension</b>	<b>Analyst - Business 1</b>	<b>Analyst - Business 2</b>	<b>Analyst - Business 3</b>
<b>Job Code</b>	<b>ABU1</b>	<b>ABU2</b>	<b>ABU3</b>
			analysts and support personnel.
Decision Making & Impact	<p>Resolves a variety of conventional problems, questions, or situations in conformance with defined criteria, practice, or protocol. Limited latitude to deviate without approval from supervisor.</p> <p>Work is reviewed by others for completeness and accuracy.</p>	<p>May determine models/formulas or products and services that apply.</p> <p>Makes final decisions or recommendation guided by procedures, rules, or management direction.</p> <p>Provides advice and recommendations on decisions having minor to moderate impact on a department or the Company.</p> <p>Work is spot-checked for soundness and accuracy.</p>	<p>Determines need for analysis in response to changing business conditions and model/formulas to apply.</p> <p>Makes decisions or recommendations as to significant or complex business issues after considering various independently analyzed alternatives.</p> <p>Influential on final decisions. Makes final decisions, consistent with organizational authorization levels, having moderate to major impact on a department or the Company.</p> <p>Work is rarely reviewed.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Associate or Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.</p> <p>Some areas may require specific degrees, such as Engineering and Economics.</p>	<p>Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.</p> <p>Some areas may require specific degrees, such as Engineering and Economics.</p>	<p>Bachelor Degree in Business or related field or equivalent combination of education, training, and experience.</p> <p>Some areas may require specific degrees, such as Engineering and Economics. Some disciplines require Master's Degree.</p>
Knowledge/Experience	<p>Some knowledge and experience of activities associated with the job responsibilities.</p> <p>Typically possesses from zero to three or more years of experience in the organization.</p>	<p>Board knowledge and experience of activities associated with the job responsibilities.</p> <p>Typically possesses three or more years of experience in the field of analysis.</p>	<p>Thorough knowledge and experience of activities associated with the job responsibilities.</p> <p>Often include highly specialized or technical expertise not generally found in the Company.</p> <p>Typically possesses five or more years of experience in the field of analysis.</p>

## Accounting Assistant

**General Description:**

Performs general accounting functions using on-line systems. Debits and/or credits customer accounts. Handles internal/external basic accounting inquiries. Compiles statistical data and maintains confidential records. Performs related special projects as required.

Dimension	Accounting Assistant 1	Accounting Assistant 2	Accounting Assistant 3
Job Code	ACA1	ACA2	ACA3
Area of Responsibility	<p>Maintains and updates accounting records.</p> <p>Researches, analyzes, and reconciles routine accounting discrepancies.</p> <p>Coordinates payroll/personnel activities for a small organization.</p>	<p>Maintains departmental and/or corporate ledgers. Maintains and updates corporate records. Maintains and updates accounting records.</p> <p>Researches, analyzes, and reconciles complex accounting discrepancies.</p> <p>Prepares reports for management and other departments.</p> <p>Coordinates payroll/personnel activities for a medium-size organization.</p>	<p>Provides functional direction to other personnel.</p> <p>Maintains departmental and/or corporate ledgers. Maintains and updates corporate records. Maintains and updates accounting records.</p> <p>Researches, analyzes, and reconciles moderately complex accounting discrepancies.</p> <p>Prepares reports for management and other departments.</p> <p>Coordinates payroll/personnel activities for a large organization.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.
Knowledge/Experience	<p>General knowledge of related Company rates, rules and procedures, basic accounting principles, on-line systems, and personal computer software programs, including spreadsheets and word processing.</p> <p>Typically possesses zero to two years' experience of general accounting work.</p>	<p>Broad knowledge of related Company rates, rules, policies, and procedures, basic accounting principles, on-line systems, and personal computer software programs, including spreadsheets and word processing.</p> <p>Typically possesses three to four years' experience of increasingly responsible general accounting work.</p>	<p>Thorough knowledge of related Company rates, rules, and policies and procedures, basic accounting principles, on-line systems, and personal computer software programs, including spreadsheets and word processing.</p> <p>Typically possesses four or more years' experience of increasingly responsible general accounting work.</p>
Testing	Test(s) Required	Test(s) Required	Test(s) Required

## Accountant

### General Description:

Interprets and applies accounting and taxation rules and regulations issued by accounting and regulatory agencies (i.e. FASB, IRS, FERC, SEC, State Board of Equalization, and the CPUC). Possesses an understanding of the rate making process and its impact on the application of Generally Accepted Accounting Principles (GAAP), tax regulations, and the capitalization of Company assets. Prepares the Company's financial statements, disclosures, tax returns, and supporting reports. Analyzes the accounting and tax effects of internal and external proposals to change business processes, regulations, or ratemaking. Communicates findings and recommendations to decision makers.

Dimension	Accountant 1	Accountant 2	Accountant 3	Accountant 4
Job Code	ACC1	ACC2	ACC3	ACC4
Area of Responsibility	<p>Applies GAAP and tax regulations in processing business transactions, assisting in monthly variance analysis on moderate accounts, and providing account analysis to support preparation of financial statements, disclosures, tax returns, and supporting reports.</p> <p>Researches and assists in analyzing corporate and/or regulatory proposals/decisions, often of minor to moderate impact to the Company. Implements accounting processes and procedures.</p> <p>Maintains moderate accounting practices or financial models in support of financial and regulatory requirements.</p> <p>Works primarily with other organizations within the Company. May occasionally interact with accounting and regulatory agencies.</p> <p>Prepares work papers and data requests in support of regulatory filings and audits.</p> <p>Builds expertise in accounting and taxation specific to regulated utility and affiliated companies through</p>	<p>Applies GAAP and tax regulations in processing business transactions, performing monthly variance analysis on moderate to complex accounts, and providing account analysis in preparing for the Company's financial statements, disclosures, tax returns, and supporting reports.</p> <p>Assists in preparing moderate to complex data and analysis in support of annual budget and subsequent forecast.</p> <p>Researches and analyzes on appropriate accounting methods for proposed or new accounting standards and tax laws that require thorough knowledge of industry specific rules and regulations, often of moderate impact to the Company. May lead the implementation of accounting process.</p> <p>Maintains moderate accounting practices or financial models in support of financial and regulatory requirements.</p> <p>Works internally with other organizations and accounting and regulatory agencies.</p> <p>Prepares work papers and data requests in support of regulatory filings and audits. May coordinate</p>	<p>Interprets and applies GAAP and tax regulations in completing business transactions, performing monthly variance analysis on complex accounts, and leading account analysis in preparing for the Company's financial statements, disclosures, tax returns, and supporting reports.</p> <p>Prepares moderate to complex data and analysis in support of annual budget and subsequent forecast.</p> <p>Reviews, analyzes, and determines financial accounting, reporting and tax consequences of corporate and/or regulatory proposals/decisions, often of moderate to significant financial impact to the Company. Leads review, analysis and implementation and provides consultation to executive management.</p> <p>Provides corporate guidance on internal controls, complex accounting transactions and regulatory compliance practices/procedures that require in-depth knowledge of industry specific rules and regulations. Influential in policy development.</p> <p>Develops and maintains moderate to complex accounting or financial</p>	<p>Interprets and applies GAAP and tax regulations in completing business transaction, performing monthly variance analysis on highly complex accounts, and leading and overseeing account analysis for the preparation of Company's financial statements, disclosures, tax returns, and supporting reports.</p> <p>Prepares or oversees complex data and analysis in support of annual budget and subsequent forecast.</p> <p>Reviews, analyzes, and determines financial accounting and reporting and tax consequences of complex corporate and/or regulatory proposals/decisions, often of significant financial impact to the Company. Leads review, analysis, and implementation and provides consultation to executive management.</p> <p>Provides corporate guidance on internal control, complex accounting transactions and tax compliance practices/procedures that require advanced knowledge of industry specific rules and regulations. Highly influential on policy development.</p> <p>Key participant in planning 1-3 year strategies for compliance with upcoming regulations.</p>

<b>Dimension</b>	<b>Accountant 1</b>	<b>Accountant 2</b>	<b>Accountant 3</b>	<b>Accountant 4</b>
<b>Job Code</b>	<b>ACC1</b>	<b>ACC2</b>	<b>ACC3</b>	<b>ACC4</b>
Area of Responsibility (continued)	<p>assignments.</p> <p>Identifies and troubleshoots straightforward errors in processed business transactions. Explains common reasons for variances on monthly reports. Assists in developing recommendations and implementing process improvement.</p>	<p>strategy with Regulatory Affairs and Law to develop, deliver and support testimony.</p> <p>Identifies improvement opportunities, make recommendation, and implement solutions in support of operational excellence.</p> <p>May provide functional direction to other accountants.</p>	<p>models in support of financial and regulatory requirements.</p> <p>Explains the basis in tax law for accounting used in tax returns during investigations and negotiations with governmental auditors to determine final tax liabilities. Works with accounting and regulatory agencies (e.g, CPUC, FERC, CARB, and CAISO) on issues that are often of a sensitive nature or may have a moderate to significant impact on the Company's financial position.</p> <p>Coordinates strategy with Regulatory Affairs and Law to develop, deliver and support testimony along with preparation of work papers, filings and subsequent data requests. May serve as an expert witness on issues with moderate impact to the Company.</p> <p>Identifies improvement opportunities and leads projects in support of operational excellence.</p> <p>May provide functional direction to other accountants.</p>	<p>Develops and maintains complex accounting or financial models in support of financial and regulatory requirements.</p> <p>Explains the basis in tax law for accounting used in tax returns during investigations by and negotiations with governmental auditors to determine final tax liabilities. Works with accounting and regulatory agencies (e.g, CPUC, FERC, CARB, and CAISO) on issues that are often of a sensitive nature or may have a significant impact on the Company's financial position.</p> <p>Develops strategy with Regulatory Affairs and Law to develop, deliver and support testimony along with preparation of work papers, filings and subsequent data requests. May serve as an expert witness on issues with moderate to significant impact to the Company.</p> <p>Identifies improvement opportunities and leads projects in support of operational excellence.</p> <p>Provides functional direction to other accountants, analysts, and staff.</p>
Decision Making & Impact	Makes recommendations regarding the application of accounting and tax regulations that may have a minor financial impact on the Company.	Makes recommendation regarding application of accounting and tax regulations that may have a moderate financial impact on a department or the Company.	Influential on decisions of application of accounting and tax regulations that may have a moderate to major financial impact to the Company.  Assesses necessary approach or analysis in response to changing business conditions that may or may not have precedent, and determine	Highly influential on decisions of application of accounting and tax regulations that may have a major financial impact on a department or the Company. Often responsible for implementation.  Determines the need for analysis in response to changing business

<b>Dimension</b>	<b>Accountant 1</b>	<b>Accountant 2</b>	<b>Accountant 3</b>	<b>Accountant 4</b>
<b>Job Code</b>	<b>ACC1</b>	<b>ACC2</b>	<b>ACC3</b>	<b>ACC4</b>
			appropriate solution.	conditions and appropriate solution to apply.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Accounting, Finance or related field.	Bachelor Degree in Accounting, Finance or related field. CPA or equivalent certification is preferred.	Bachelor Degree in Accounting, Finance or related field. Some disciplines may require Master's Degree in Accounting, Business, Taxation or Law. CPA or equivalent certification is preferred.	Bachelor Degree in Accounting, Finance or related field. Some disciplines may require Master's Degree in Accounting, Business, Taxation or Law. CPA or equivalent certification is required.
Knowledge/Experience	<p>Broad knowledge of the interpretation and application of accounting standards and regulations.</p> <p>General knowledge of Company's accounting practices and policies.</p> <p>Typically possesses zero to three or more years' experience in accounting or related field.</p>	<p>Broad knowledge of Company's accounting practices and policies.</p> <p>General knowledge of the company's business model and cost-recovery framework.</p> <p>In-depth knowledge in interpreting and applying accounting standards and regulatory decisions impacting the Company.</p> <p>Typically possesses three or more years' experience in accounting or related field.</p>	<p>Thorough knowledge of Company's accounting practices and policies.</p> <p>Thorough knowledge of the company's business model and cost-recovery framework.</p> <p>High level of competency in interpreting and applying accounting standards and regulatory decisions impacting the Company.</p> <p>Typically possesses six or more years' experience in accounting or related field.</p> <p>Previous experience in Big 4 accounting firm or utility environment preferred.</p>	<p>Advanced knowledge of Company's accounting and regulatory practices and policies.</p> <p>Advanced knowledge of the company's business model and cost-recovery framework.</p> <p>Expert level of competency in interpreting and applying accounting standards and regulatory decisions impacting the Company.</p> <p>Highly specialized or technical expertise not generally found within the department or Company.</p> <p>Typically possesses eight or more years' experience in accounting or related field.</p> <p>Previous experience in Big 4 accounting firm or utility environment preferred.</p>



## Application Developer

**General Description:**

Applies computing technology to automate, enhance, and support: engineering, scientific, and business processes. Application development includes modeling, analyzing, designing, prototyping, constructing, testing, implementing, and maintaining computing applications.

Dimension	Application Developer 1	Application Developer 2	Application Developer 3	Application Developer 4
Job Code	ADV1	ADV2	ADV3	ADV4
Area of Responsibility	<p>Analyzes, develops, implements, and maintains small to medium systems. Derives systems requirements in the definition phases of projects. Designs components of systems.</p> <p>Proactively works to avoid future problems and to make it easier to enhance products in the future.</p> <p>May have contact with clients and various systems areas.</p>	<p>Models, analyzes, develops, implements, and maintains medium to large systems. Designs major portions of complex or major systems.</p> <p>Devises alternative and innovative solutions to address a focused business issue. Performs research to develop business cases for projects.</p> <p>Integrates products developed by self and others - custom developed, vendor supplied, and commonly available shrink-wrap software.</p> <p>Participates in the evaluation of major software packages.</p> <p>May direct work of other application developers.</p> <p>Frequent contact with clients and occasional contacts with vendors in order to develop and maintain positive working relationships.</p>	<p>Models, analyzes, develops, implements, and maintains large complex systems. Identifies the need for multiple interdependent efforts to be applied in order to meet a client's objectives.</p> <p>Models business processes and recommends process improvements and applicable technologies. Devises alternative and innovative solutions to address complex business issues.</p> <p>Forecasts resources for new projects. Utilizes a range of technologies and develops the technology portion of business cases for projects.</p> <p>Participates in the evaluation of major software packages.</p> <p>May direct work of a project team.</p> <p>Frequent contact with clients, vendors, and other systems personnel at management and non-management levels to develop and maintain positive working relationships.</p>	<p>Models, analyzes, develops, implements, and maintains complex systems that have impact throughout the Company. Acts as an internal consultant in identifying client objectives and leading cross-functional efforts.</p> <p>Develops and models innovative processes and leading edge technologies. Develops innovative solutions to business issues that impact the entire Company.</p> <p>Project manages teams of internal and external technical experts on projects with broad and long-term impact on the Company. Prepares project plans, forecasts and budgets resources, and acts as a key consultant to senior management.</p> <p>Regular contact with senior management across business units, as well as clients, vendors, etc., all at a senior level.</p>

<b>Dimension</b>	<b>Application Developer 1</b>	<b>Application Developer 2</b>	<b>Application Developer 3</b>	<b>Application Developer 4</b>
<b>Job Code</b>	<b>ADV1</b>	<b>ADV2</b>	<b>ADV3</b>	<b>ADV4</b>
Decision Making & Impact		Provides input into recommendations regarding platform construction and purchase of products to support business needs, which may have minor financial impact on business operations.	Provides recommendations regarding platform construction and purchasing of products to support complex or corporate business needs, which may have moderate financial impact to business operations.	Highly influential on senior management decisions on a wide range of broad systems issues, which have a major impact on the Company.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Information Technologies or related field or equivalent combination of education, training, and experience.	Bachelor Degree in Information Technologies or related field or equivalent combination of education, training, and experience.	Bachelor Degree in Information Technologies or related field or equivalent combination of education, training, and experience.	Bachelor Degree in Information Technologies or related field or equivalent combination of education, training, and experience.  Master's Degree preferred.
Knowledge/Experience	Broad knowledge of technologies being utilized. General knowledge of available products and technologies.  General understanding of business functions and how the systems supporting the business may need to interface with other systems.  Typically possesses three or more years' combined experience performing systems analysis, defining system requirements, computer programming, and product or technology evaluation.	Thorough knowledge of technologies being utilized. Broad knowledge of available products and technologies.  Thorough understanding of most areas of client business and its impact on other areas.  Typically possesses five or more years' combined experience performing systems analysis, defining system requirements, computer programming, and product or technology evaluation.	Thorough knowledge of available products and technologies. General knowledge of new products and technologies.  Thorough understanding of client business and its impact on other areas and the Company as a whole.  Typically possesses eight or more years' combined experience performing systems analysis, system requirements, computer programming, and product or technology evaluation.	Advanced knowledge of available products and technologies. Advanced knowledge of new products and technologies.  Thorough understanding of client business and its impact on other areas and the Company as a whole.  Typically possesses twelve or more years' combined experience performing systems analysis, system requirements, computer programming, and product or technology evaluation.

## Account Executive/Manager

### General Description:

Represents the Company by delivering consultative sales and marketing of electric energy, services, and products to ensure the attainment of revenue goals. Consults with customers to assess their business needs and requirements, and identifies value added Company products, services, and/or innovative solutions to address their needs.

Dimension	Account Executive 1	Account Executive 2	Account Manager 3	Account Manager 4
Job Code	AEM1	AEM2	AEM3	AEM4
Area of Responsibility	<p>Maintains relationships and sells products and services to moderate to large revenue producing customers.</p> <p>Identifies and promotes new business opportunities through the sale of standard products and services in support of corporate business objectives.</p> <p>Identifies and resolves issues of a routine nature; following established precedent.</p> <p>Frequent contact with customers, management, and staff to consult, recommend, and sell solutions.</p>	<p>Manages relationships and sells products and services to large revenue producing customers.</p> <p>Identifies and promotes new business opportunities through the sale of standard products and services in support of corporate business objectives.</p> <p>Identifies and manages resolution of issues that are routine and /or non-critical in nature and typically have established precedent.</p> <p>Frequent contact with large customers, senior management, and technical staff to consult, recommend, negotiate, and sell solutions. Routine internal contact with all levels of management to provide information.</p>	<p>Manages relationships, often sensitive in nature, and sells products and services to major revenue-producing customers.</p> <p>Identifies and promotes new business opportunities through the sale of customized solutions, products, and/or services in support of corporate business objectives.</p> <p>Identifies and manages resolution of major or complex issues that are often sensitive in nature. Issues may have no established precedent for resolution.</p> <p>Frequent contact with major customers' executive management and technical staff to consult, recommend, negotiate, and sell solutions. Routine internal contact with all levels of management, including department heads and vice presidents, to disseminate information, and influence policy direction and new product development.</p> <p>Provides functional direction to Company personnel to address customer/Company issues.</p>	<p>Manages relationships, which are politically sensitive or controversial in nature, and sells products and services to major revenue-producing customers.</p> <p>Identifies and promotes new business opportunities through the sale of customized solutions, products, and/or services in support of corporate business objectives.</p> <p>Identifies and manages resolution of major and complex issues, often of a political or controversial nature. Issues may have no established precedent for resolution.</p> <p>Frequent contact with major customers' executive management and technical staff to consult, recommend, negotiate, and sell solutions. Routine internal contact with all levels of management, including department heads and vice presidents, to disseminate information, and influence policy direction and new product development.</p> <p>Provides functional direction and may direct work of a project team involving Company personnel to address customer/Company issues.</p>

<b>Dimension</b>	<b>Account Executive 1</b>	<b>Account Executive 2</b>	<b>Account Manager 3</b>	<b>Account Manager 4</b>
<b>Job Code</b>	<b>AEM1</b>	<b>AEM2</b>	<b>AEM3</b>	<b>AEM4</b>
Decision Making & Impact	Provides recommendations and influences decisions, which typically have a minor impact and are limited to specific products.	Provides recommendations and influences corporate and departmental decisions, which typically have a moderate impact at the department level.	Provides recommendations and customized solutions that anticipate customers' needs. Influences customer and corporate decisions, which typically have a moderate to major impact at the department level. Negotiates product/service prices.	Provides recommendations and customized solutions that anticipate customers' needs. Influences customer and corporate decisions, which typically have a major impact at the department level. Negotiates product/service prices.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Marketing, Engineering, Business, Economics, or related field or an equivalent combination of education, training, and experience.	Bachelor Degree in Marketing, Engineering, Business, Economics, or related field or an equivalent combination of education, training, and experience.	Bachelor Degree in Marketing, Engineering, Business, Economics, or related field or an equivalent combination of education, training, and experience.  Master's Degree preferred.	Bachelor Degree in Marketing, Engineering, Business, Economics, or related field or an equivalent combination of education, training, and experience.  Master's Degree preferred.
Knowledge/Experience	General knowledge in financial/ economic analysis, pricing, and sales. General knowledge of electrical theory, energy systems, and environmental technologies.  Typically possesses customer contact background and zero to three years of sales and marketing experience.	Broad knowledge in financial/ economic analysis, pricing, and sales. Thorough knowledge of electrical theory, energy systems, and environmental technologies.  Typically possesses three or more years of sales and marketing experience.	Thorough knowledge in financial/ economic analysis, pricing, and sales. Broad knowledge of electrical theory, energy systems, and environmental technologies.  Typically possesses seven or more years of sales and marketing experience.	Thorough knowledge in financial/ economic analysis, pricing, and sales. Broad knowledge of electrical theory, energy systems, and environmental technologies.  Typically possesses ten or more years of sales and marketing experience.

## Analyst – Financial

### General Description:

Performs research and analyses to support the effective utilization and treatment of the Company’s financial assets. Develops recommendations on long and short-term investment and borrowing strategies, investment of pension funds and decommissioning trust funds, and risk management. Devises pricing, capital and O&M expenditure, and capital recovery strategies to achieve Corporate financial goals. Develops models to forecast business conditions and to support Corporate and departmental decision making. Reviews and assesses impacts of changing regulations. Develops and analyzes data and writes compelling testimony and responses to regulatory agencies in support of rate, regulatory, and demand side management activities in compliance with regulatory requirements.

Dimension	Analyst - Financial 1	Analyst - Financial 2	Analyst - Financial 3	Analyst - Financial 4
Job Code	AFN1	AFN2	AFN3	AFN4
Area of Responsibility	<p>Gathers, documents, analyzes and draws conclusions on data and information.</p> <p>Assists in planning analyses, presentation media/materials, and implementation strategies for a portion of a less complex analysis. Supports implementation of recommendations.</p> <p>Utilizes existing models and methodologies.</p> <p>Coordinates preparation of presentation materials and may develop some materials. Supports presentations given by other analysts and supervisors.</p> <p>Work is generally reviewed and approved.</p> <p>Contacts are primarily within own organization and other departments.</p>	<p>Gathers, documents, analyzes, and draws conclusions on data and information.</p> <p>Plans or assists in planning analyses, presentations, and implementation strategies for a less complex analysis or for a portion of a complex analysis. Often responsible for implementation of selected recommendations.</p> <p>Utilizes existing models and methodologies.</p> <p>Knowledgeable about sources of data and resources available to access information. Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Develops and makes presentations to department and division management, section supervision, and other interested parties and/or participate in presentations by other analysts, supervisors, and management.</p> <p>Weekly contact with other departments, regulators, and standards/rules setting bodies. Information shared is generally not sensitive in nature.</p>	<p>Acts as a consultant to business units or departments.</p> <p>Plans all aspects of analyses, presentations, and implementation strategies for either a portion of, or a complete complex analysis. Usually responsible for implementation of selected recommendations.</p> <p>Utilizes existing or devises new, innovative models and methodologies.</p> <p>Knowledgeable about sources of data and resources available to access information. Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Develops, reviews drafts of, and assists or makes presentations to the Senior Executive Team (SET), department and division management, section supervision, and other interested parties.</p> <p>Weekly contact with other organizations, regulators, and standards/rules setting bodies.</p> <p>Information shared is sometimes sensitive in nature.</p>	<p>Acts as a consultant to Corporate Officers, department and division management, and business units.</p> <p>Plans all aspects of analyses, presentations, and implementation strategies for either a portion of, or a complete complex analysis, often of major significance and/or risk to the Company. Usually responsible for implementation of selected recommendations.</p> <p>Utilizes existing or devises new, innovative models and methodologies.</p> <p>Knowledgeable about sources of data and resources available to access information. Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Reviews drafts of and assists or makes presentations to the Board of Directors, Senior Executive Team (SET), department and division management, section supervision, and other interested parties.</p> <p>Weekly contact with other departments, regulators, and standards/rules setting bodies. Information shared is frequently sensitive in nature.</p>

<b>Dimension</b>	<b>Analyst - Financial 1</b>	<b>Analyst - Financial 2</b>	<b>Analyst - Financial 3</b>	<b>Analyst - Financial 4</b>
<b>Job Code</b>	<b>AFN1</b>	<b>AFN2</b>	<b>AFN3</b>	<b>AFN4</b>
Area of Responsibility (continued)			May provide functional direction to other analysts and support personnel.	May provide functional direction to other analysts and support personnel.
Decision Making & Impact	May determine models/formulas to apply.  Provides advice and recommendations on decisions having minor to moderate impact on a department or the Company.	Determines models/formulas to apply.  Influential on final decisions. May make final decisions, consistent with organizational authorization levels, having minor or moderate impact on a department or the Company.	Determines the need for analysis in response to changing business conditions and the appropriate model/formulas to apply.  Highly influential on final decisions. May make final decisions, consistent with organizational authorization levels, having moderate to major departmental/ Company impact.	Determines the need for analysis in response to changing business conditions and the appropriate model/formulas to apply.  Highly influential on final decisions. May make final decisions, consistent with organizational authorization levels, having moderate to major departmental/ Company impact.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.  Some areas may require specific degrees.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.  Some areas may require specific degrees.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.  Some areas may require specific degrees. Some disciplines require Master's Degree.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.  Some disciplines require Master's Degree.
Knowledge/Experience	Thorough knowledge and experience of activities associated with the job responsibilities.  Typically possesses from zero to three or more years of experience in field of analysis.	Thorough knowledge and experience of activities associated with the job responsibilities.  Typically possesses three or more years of experience in field of analysis.	Thorough knowledge and experience of activities associated with the job responsibilities.  Specialized understanding of area not generally found in the Company or department/division.  Typically possesses six or more years of experience in field of analysis.	Thorough knowledge and experience of activities associated with the job responsibilities.  Highly specialized or technical expertise not generally found in the Company.  Typically possesses eight or more years of experience in field of analysis.

## Agent

**General Description:**

Negotiates and/or coordinates on behalf of the Company the purchase, sale, lease, license, exchange, settlement and/or protection of Company assets/commodities/services in compliance with legal, technical, and corporate requirements.

Dimension	Agent 1	Agent 2	Agent 3
Job Code	AGT1	AGT2	AGT3
<p>Area of Responsibility</p>	<p>Under general guidance, performs transactions involving the acquisition, disposal, lease, or licensing of: materials, supplies, services, real properties/real properties rights, fuel, and/or equipment.</p> <p>Participates in the development, negotiation, and administration of contracts/agreements and amendments to contracts/agreements as required.</p> <p>Ensures achievement of the best value to the Company by coordinating the bid process and making recommendations for contract awards of minor value.</p> <p>Establishes and maintains positive working relationships with suppliers/contractors/clients, representatives of governmental agencies as well as Corporate managers, supervisory and non-supervisory personnel.</p> <p>May participate in feasibility studies, forecasts, trend studies, and cost projections. Reviews and analyzes potential impact of local, state, and federal regulation decisions when required.</p>	<p>Represents the Company as a primary contact in transactions involving the acquisition, disposal, lease, or licensing of: materials, supplies, services, real properties/real properties rights, fuel, and/or equipment.</p> <p>Directs and/or participates in the development, negotiation, and administration of contracts/agreements. Negotiates amendments to contracts/agreements as required.</p> <p>Interprets contract provisions and resolves preliminary disputes.</p> <p>Ensures achievement of the best value to the Company by coordinating the bid process and making recommendations for contract awards of moderate value.</p> <p>Establishes and maintains positive working relationships with suppliers/contractors/clients, representatives of governmental agencies as well as Corporate managers, supervisory and non-supervisory personnel.</p> <p>May participate in feasibility studies, forecasts, trend studies, and cost projections. Reviews and analyzes potential impact of local, state, and federal regulation decisions when required</p> <p>On occasion, may provide functional direction to other agents.</p>	<p>Represents the Company as a primary contact in transactions involving the acquisition, disposal, lease, or licensing of: materials, supplies, services, real properties/real properties rights, fuel, and/or equipment.</p> <p>Directs and/or participates in the development, negotiation, and administration of complex and/or sensitive contracts/agreements. Negotiates amendments to contracts/agreements as required.</p> <p>Interprets contract provisions and resolves unusual or politically sensitive disputes. Provides advice to management on contractual implications of the Company's suppliers, contractors, or clients actions.</p> <p>Ensures achievement of the best value to the Company by directing/coordinating the bid process and making recommendations for contract awards of major value.</p> <p>Establishes and maintains positive working relationships with suppliers/contractors/clients, representatives of governmental agencies as well as Corporate Officers, managers, supervisory and non-supervisory personnel.</p> <p>May perform feasibility studies, forecasts, trend studies, and cost projections. Reviews and analyzes potential impact of local, state, and federal regulation decisions when required.</p> <p>May provide functional direction to other agents.</p>

<b>Dimension</b>	<b>Agent 1</b>	<b>Agent 2</b>	<b>Agent 3</b>
<b>Job Code</b>	<b>AGT1</b>	<b>AGT2</b>	<b>AGT3</b>
Decision Making & Impact	<p>Provides advice, solutions, and recommendations on decisions having minor impact on the Corporation.</p> <p>On occasion, may make final decisions consistent with organizational authorization levels.</p>	<p>Provides advice, solutions, and recommendations on decisions having moderate impact on the Corporation.</p> <p>Influential on final decisions.</p> <p>May make final decisions consistent with organizational authorization levels.</p>	<p>Provides advice, solutions, and recommendations on decisions having major impact on the Corporation.</p> <p>Highly influential on final decisions.</p> <p>May make final decisions consistent with organizational authorization levels.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Associate degree in Business or related field or an equivalent combination of education, training, and experience.</p> <p>Pursuing certification/licensing as required by specified areas of responsibility.</p>	<p>Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.</p> <p>May require certification/licensing in specified areas of responsibility.</p>	<p>Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.</p> <p>May require certification/licensing in specified areas of responsibility.</p>
Knowledge/Experience	<p>General knowledge of Company organizations, policies, and procedures.</p> <p>Typically possesses zero to two or more years' experience in negotiating and sales or purchasing.</p>	<p>Broad knowledge of Company organizations, policies and procedures, and specifics associated with professional field.</p> <p>Typically possesses three or more years' experience in negotiating and sales or purchasing.</p>	<p>Thorough knowledge of Company organizations, policies and procedures, and specifics associated with professional field.</p> <p>Typically possesses five or more years' experience in negotiating and sales or purchasing.</p>



## Administrative Support

**General Description:**

Performs general administrative and clerical functions, including secretarial duties. Reviews and processes incoming/outgoing mail, maintains files, responds to or routes external/internal customer calls/inquiries, receives visitors, prepares reports through automated/manual methods, and maintains/updates calendars. Prepares, edits, and finalizes documents, reports, memos, and correspondence. May perform procurement related activities. Maintains confidential information. May prepare databases and spreadsheets.

Dimension	Administrative Aide 1	Administrative Aide 2	Administrative Aide 3	Administrative Assistant
Job Code	AID1	AID2	AID3	AID4
Area of Responsibility	<p>Determines urgency of routine calls and requests, routes to appropriate personnel. Follows specific procedures and practices.</p> <p>Performs routine data entry activities.</p>	<p>Initiates and coordinates routine meetings, conferences, and calls.</p> <p>Prepares agendas and distributes materials.</p> <p>Coordinates and finalizes routine assignments to ensure timely completion.</p> <p>Utilizes on-line and PC applications to enter and retrieve data and update systems.</p>	<p>Initiates and coordinates specific meetings, conferences, and calls. Researches, coordinates, and finalizes moderately complex assignments.</p> <p>Exercises independent judgment with respect to routine problems. May provide functional direction. Utilizes computer applications to generate reports and timely information.</p>	<p>Communicates with senior management, managers, etc. to provide updated information. Deals regularly with highly confidential information that has department and/or Corporate impact.</p> <p>Researches, coordinates, and finalizes complex assignments. Exercises independent judgment with respect to more complex problems. May provide functional direction.</p>
Decision Making & Impact		<p>Provides information which is specific to the activity and has minor department or organizational impact affecting operation, cost, and schedule.</p>	<p>Provides information, as necessary, which could influence decisions having a minor departmental impact.</p>	<p>Provides information and recommendations, as necessary, which could influence decisions having a minor corporate and/or moderate departmental impact.</p> <p>Make adjustments to schedules as deemed appropriate.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p>	<p>A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p>	<p>A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p>	<p>A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p>

<b>Dimension</b>	<b>Administrative Aide 1</b>	<b>Administrative Aide 2</b>	<b>Administrative Aide 3</b>	<b>Administrative Assistant</b>
<b>Job Code</b>	<b>AID1</b>	<b>AID2</b>	<b>AID3</b>	<b>AID4</b>
Knowledge/Experience	<p>General knowledge of department policies, practices, and procedures.</p> <p>General knowledge of personal computer software, on-line applications, office equipment, and filing systems.</p> <p>Entry-level position.</p>	<p>Broad knowledge of department policies, practices, and procedures.</p> <p>General knowledge of personal computer software, on-line applications, office equipment, and filing systems.</p> <p>Typically possesses one to two years' experience performing administrative, secretarial, and clerical functions.</p>	<p>Broad knowledge of department policies, practices, and procedures.</p> <p>Broad knowledge of personal computer software, on-line applications, office equipment, and filing systems.</p> <p>Typically possesses three to four years' experience performing thorough administrative, secretarial, and clerical functions.</p>	<p>Thorough knowledge of Company and department policies, practices, procedures, and key personnel.</p> <p>Broad knowledge of personal computer software, on-line applications, office equipment, and filing systems.</p> <p>Typically possesses four or more years' experience performing advanced administrative, secretarial, and clerical functions.</p>
Testing	Test(s) Required	Test(s) Required	Test(s) Required	Test(s) Required

## Aircraft – Attendant/Technician

### General Description:

Performs routine and miscellaneous tasks in the inspection and maintenance of aircraft and/or repairs mechanical or structural equipment of aircraft, operating equipment, and support vehicles. Assists and/or conducts pre-flight and post-flight procedures and in the installation of special accessories and attachments to aircraft for cargo handling, transportation of material and equipment, and stringing conductors. Performs purchasing of aircraft supplies.

Dimension	Aircraft Attendant 1	Aircraft Attendant 2	Aircraft Technician 3	Aircraft Technician 4	Aircraft Technician 5
Job Code	AIR1	AIR2	AIR3	AIR4	AIR5
Area of Responsibility	<p>Assists pilots, technicians, and management to determine condition of aircraft. Purchases and receives supplies from vendors.</p> <p>May operate fuel truck and fuel aircraft.</p> <p>Cleans aircraft, positions aircraft, and maintains hangar and office.</p>	<p>Operates fuel trucks to fuel aircraft. May provide functional direction to other personnel.</p> <p>Assists pilots, technicians, and management to determine condition of aircraft. Purchases and receives supplies from vendors.</p> <p>Advises field crews on methods and procedures to be followed when using aircraft for material drops, pick-ups, or landings; may guide pilot from ground through hand signals or radio; arrange local procurement and storage of fuel and supplies at temporary work base.</p> <p>Cleans aircraft, positions aircraft, and maintains hangar and office.</p>	<p>Inspects aircraft and structural equipment on pre-flight, periodic, and planned maintenance basis to detect possible malfunction and to assure safe operation. May provide functional direction to other personnel.</p> <p>Purchases and receives inventory supplies from vendors.</p> <p>Assists in disassembly of airframe, engine and other components on planned maintenance schedule or to determine cause of malfunction and overhaul/repair/replace parts as required to maintain aircraft in airworthy condition.</p> <p>Installs special accessories and attachments for cargo handling, transportation of material and equipment, and stringing conductors.</p> <p>Advises field crews on methods and procedures to follow when using aircraft for material drops, pick-ups, or landings; may guide pilot from ground through hand signals or radio; arrange</p>	<p>Inspects aircraft and structural equipment on pre-flight, periodic, and planned maintenance basis to detect possible malfunction and to assure safe operation. Provides functional direction to other personnel.</p> <p>Purchases and receives inventory supplies from vendors.</p> <p>Disassembles airframe, engine and other components on planned maintenance schedule or to determine cause of malfunction and overhaul/repair/replace parts as required to maintain aircraft in airworthy condition.</p> <p>Installs special accessories and attachments for cargo handling, transportation of material and equipment, and stringing conductors.</p> <p>Advises field crews on methods and procedures to follow when using aircraft for material drops, pick-ups, or landings; guide pilot from ground through hand signals or radio; arrange</p>	<p>Inspects aircraft and structural equipment on pre-flight, periodic, and planned maintenance basis to detect possible malfunction and to assure safe operation. Provides functional direction to other personnel.</p> <p>Assists in monitoring aircraft parts inventory, including ordering warranty follow-up and FAA compliance.</p> <p>Disassembles airframe, engine and other components on planned maintenance schedule or to determine cause of malfunction and overhaul/repair/replace parts as required to maintain aircraft in airworthy condition.</p> <p>Assists in ensuring compliance with permits and licenses required for operation of base hangar facility and with environmental regulations regarding handling, storage and disposal of hazardous materials.</p> <p>Assists in scheduling,</p>

<b>Dimension</b>	<b>Aircraft Attendant 1</b>	<b>Aircraft Attendant 2</b>	<b>Aircraft Technician 3</b>	<b>Aircraft Technician 4</b>	<b>Aircraft Technician 5</b>
<b>Job Code</b>	<b>AIR1</b>	<b>AIR2</b>	<b>AIR3</b>	<b>AIR4</b>	<b>AIR5</b>
			local procurement and storage of fuel and supplies at temporary work base.	local procurement and storage of fuel and supplies at temporary work base.	<p>prioritizing and coordinating aircraft inspections, maintenance and repair to ensure optimal aircraft availability.</p> <p>Coordinates staffing for extended work hours, weekend coverage and field work.</p> <p>Oversees the department participation in BU safety program, including compliance with training requirements and safety congress attendance.</p> <p>Oversees maintenance, inspection repair and installation of aircraft test equipment, avionics and mission-specific equipment.</p> <p>May act for department head in his/her absence.</p>
Decision Making & Impact		Provides information and recommendations relating to inspections and maintenance.	Provides information and recommendations related to safety and airworthiness of aircraft for dispatch and landing. Ensures aircraft and landing zone is in compliance with established Federal, State, local and manufacturer safety standards.	Provides information and recommendations related to safety and airworthiness of aircraft for dispatch and landing. Ensures aircraft and landing zone is in compliance with established Federal, State, local and manufacturer safety standards.	Provides information and recommendations related to safety and airworthiness of aircraft for dispatch and landing. Ensures aircraft and landing zone is in compliance with established Federal, State, local and manufacturer safety standards.

<b>Dimension</b>	<b>Aircraft Attendant 1</b>	<b>Aircraft Attendant 2</b>	<b>Aircraft Technician 3</b>	<b>Aircraft Technician 4</b>	<b>Aircraft Technician 5</b>
<b>Job Code</b>	<b>AIR1</b>	<b>AIR2</b>	<b>AIR3</b>	<b>AIR4</b>	<b>AIR5</b>
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.  Aircraft fueler endorsement and valid California Class A Haz Mat, Tanker Driver's License required.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.  FAA Airframe and Power Plant License is preferred.  Aircraft fueler endorsement and valid California Class A Haz Mat, Tanker Driver's License preferred.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate. A two year Associates degree is preferred.  FAA Airframe and Power Plant License required.  FAA Inspection Authorization is required.  Aircraft fueler endorsement and valid California Class A Haz Mat, Tanker Driver's License required.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate. A two year Associates degree is preferred.  Typically possesses seven years or more experience in aircraft maintenance.  FAA Airframe and Power Plant License required.  FAA Inspection Authorization is required.  Aircraft fueler endorsement and valid California Class A Haz Mat, Tanker Driver's License required.  145 Repair Station repairman certificate required.

<b>Dimension</b>	<b>Aircraft Attendant 1</b>	<b>Aircraft Attendant 2</b>	<b>Aircraft Technician 3</b>	<b>Aircraft Technician 4</b>	<b>Aircraft Technician 5</b>
<b>Job Code</b>	<b>AIR1</b>	<b>AIR2</b>	<b>AIR3</b>	<b>AIR4</b>	<b>AIR5</b>
Knowledge/ Experience	<p>General knowledge of aircraft and facilities maintenance, mechanical and equipment services, and department safety procedures and regulations.</p> <p>Typically possesses zero to one years experience in working around aircraft, operating equipment, and support vehicles.</p>	<p>General knowledge of aircraft and facilities maintenance, mechanical and equipment services, and department safety procedures. Broad knowledge of department regulations and procedures and rigging standards.</p> <p>Typically possesses two or more years experience in working around aircraft, operating equipment, and support vehicles.</p>	<p>Broad knowledge in aircraft maintenance and the skill and experience to apply this knowledge in accomplishing aircraft maintenance operations. Ability to solve technical and operational problems within an exacting margin of safety.</p> <p>Typically possesses two to five years experience in aircraft maintenance and repair.</p>	<p>Thorough knowledge in aircraft maintenance and the skill and experience to apply this knowledge in accomplishing aircraft maintenance operations. Ability to solve technical and operational problems within an exacting margin of safety.</p> <p>Typically possesses five or more years of experience in aircraft maintenance and repair.</p>	<p>Advanced knowledge in aircraft maintenance and the skill and experience to apply this knowledge in accomplishing aircraft maintenance operations. Ability to solve technical and operational problems within an exacting margin of safety.</p> <p>Typically possesses seven or more years of experience in aircraft maintenance and repair.</p>
Testing	Test(s) Required	Test(s) Required			

## Analyst – Marketing

### General Description:

Analyzes and interprets market data, develops alternatives, presents findings and recommendations, and consults with department management in support of departmental and/or Company operations. May implement results of decisions based on analysis. Types of analysis performed may include feasibility, cost/benefit, trend, rate alternatives, market research, market potential, competitive environment, corporate financial, cost structure, and cause and effect. Areas of analysis include but are not limited to marketing, product/service sales, cost control, and quality assurance.

Dimension	Analyst - Marketing 1	Analyst - Marketing 2	Analyst - Marketing 3	Analyst - Marketing 4
Job Code	AMK1	AMK2	AMK3	AMK4
Area of Responsibility	<p>Gathers, documents, and analyzes data and interprets information.</p> <p>Assists in planning and performing analyses, developing strategies, developing presentation media/materials, and implementing strategies for a portion of a complex analysis. Supports implementation of recommendations.</p> <p>Utilizes existing models and methodologies.</p> <p>Obtains and analyzes a broad array of sources of primary and secondary market research (libraries, Internet, phone surveys, journal searches, databases, etc.).</p> <p>Coordinates preparation of presentation materials and may develop some materials. Supports presentations given by other analysts and supervision.</p> <p>May be asked to design, manipulate, and report from databases, as well as understand and coordinate access of data from internal information systems.</p> <p>Work is generally reviewed and approved.</p> <p>Contacts are primarily within own</p>	<p>Gathers, documents, analyzes and draws conclusions on data and information.</p> <p>Plans or assists in planning and performing analyses, developing strategies, developing presentations, and implementing strategies for a less complex analysis or for a portion of a complex analysis. Often responsible for implementation of selected recommendations.</p> <p>Utilizes existing models and methodologies.</p> <p>Obtains and analyzes a broad array of sources of primary and secondary market research (libraries, Internet, phone surveys, journal searches, databases, etc.). Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Designs, manipulates, and reports from databases, as well as understands and coordinates access of data from internal information systems.</p> <p>Develops and makes presentations to Corporate Officers, customers, department and division management, section supervision, and other interested parties.</p>	<p>Acts as a consultant to department and division management.</p> <p>Plans all aspects of analyses, presentations, and implementation strategies for either a portion of, or a complete complex analysis. Usually responsible for implementation of selected recommendations.</p> <p>Utilizes existing or devises new, innovative models and methodologies.</p> <p>Obtains and analyzes a broad array of sources of primary and secondary market research (libraries, Internet, phone surveys, journal searches, databases, etc.). Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Provides leadership and direction in the analysis and interpretation of data, preparation of analyses and development of presentations and strategic recommendations. Assists or makes presentations to Corporate Officers, department and division management, section supervision, and other interested parties.</p> <p>Weekly contact with other departments, regulators, and</p>	<p>Acts as a senior consultant to department and division management.</p> <p>Provides project leadership and/or consultation on high visibility marketing programs, including feasibility studies, proposals and designs for unique programs. Manages the development and implementation of key marketing programs. Establishes goals and develops project plans.</p> <p>Supervises all aspects of analyses and presentations for a complete complex analysis or for an entire program. Develops and implements recommendations impacting product positioning and strategy.</p> <p>Develops and evaluates new methods of market research and analysis.</p> <p>Acts in a leadership role within the company and with external parties/customers in developing strategic recommendations. Makes presentations to Corporate Officers, department and division management, section supervision, and other interested parties.</p> <p>Weekly contact with other</p>

<b>Dimension</b>	<b>Analyst - Marketing 1</b>	<b>Analyst - Marketing 2</b>	<b>Analyst - Marketing 3</b>	<b>Analyst - Marketing 4</b>
<b>Job Code</b>	<b>AMK1</b>	<b>AMK2</b>	<b>AMK3</b>	<b>AMK4</b>
Area of Responsibility (continued)	internal organization but may include other departments.	Participates in presentations by other analysts, supervisors, and managers. Maintains a positive working relationship with client organizations.  Weekly contact with other departments, regulators, and standards/rules setting bodies.  Information shared is generally not sensitive in nature.	standards/rules setting bodies. Information shared is sometimes sensitive in nature.  May provide functional direction to other analysts and support personnel.	departments, regulators, and standards/rules setting bodies.  Information shared is typically sensitive in nature. Provides leadership and functional direction to other senior professionals and support personnel.
Decision Making & Impact	May determine models/formulas or products and services that apply.  Provides advice and recommendations on decisions having minor to moderate impact on a department or the Company.	Determines models/formulas or products and services that apply.  Influential on final decisions. May make final decisions, consistent with organizational authorization levels, having minor or moderate impact on a department or the Company.	Determines need for analysis in response to changing business conditions or customer needs and model/formulas to apply.  Highly influential on final decisions. May make final decisions, consistent with organizational authorization levels, having moderate to major impact on a department or the Company.	Takes action on behalf of the company in response to changing business conditions or customer needs and model/formulas to apply.  Highly influential on final decisions. Often makes final decisions, consistent with organizational authorization levels, having major impact on a department or the Company.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.  Master's Degree is preferred.	Bachelor Degree in Business or related field or equivalent combination of education, training, and experience.  Master's Degree is preferred.	Bachelor degree in Business or related field or equivalent combination of education, training, and experience.  Master's Degree is preferred.
Knowledge/Experience	Broad knowledge and experience of activities associated with the job responsibilities.  Typically possesses from zero to three or more years of experience in the field of analysis.	Thorough knowledge and experience of activities associated with the job responsibilities.  Typically possesses three or more years of experience in the field of analysis.	Thorough knowledge and experience of activities associated with the job responsibilities.  Highly specialized or technical expertise not generally found in the Company.  Typically possesses six or more years of experience in the field of analysis.	Advanced knowledge and experience of activities associated with the job responsibilities. Recognized expert both internally and externally.  Limited number of personnel in industry with knowledge and abilities.  Typically possesses ten or more



<b>Dimension</b>	<b>Analyst - Marketing 1</b>	<b>Analyst - Marketing 2</b>	<b>Analyst - Marketing 3</b>	<b>Analyst - Marketing 4</b>
<b>Job Code</b>	<b>AMK1</b>	<b>AMK2</b>	<b>AMK3</b>	<b>AMK4</b>
				years of experience in the field of analysis.

## Analyst – Program/Project

### General Description:

Researches, analyzes, and interprets complex data, develops alternatives and presents findings and recommendations in support of business unit and corporate operations. Manages and/or administers key activities in support of specific programs and/or large projects. Monitors expenditures for assigned programs/projects. Performs cost/benefit and trend analysis for assigned programs/projects. Develops and/or revises departmental program policies, procedures, processes, and guidelines to satisfy Company and regulatory requirements. Acts as a consultant to management on specific programs and/or functional areas.

Dimension	Analyst – Program/Project 1	Analyst – Program/Project 2	Analyst – Program/Project 3
Job Code	APP1	APP2	APP3
Area of Responsibility	<p>Gathers documents and researches data on assigned topics, using databases, files, spreadsheets, or other sources.</p> <p>May prepare analysis and recommendations based on information from internal and external sources. Supports the preparation of program analyses, training and recommendations for consideration and presentation by others.</p> <p>May assist in creation and maintenance of records, logs, documents, files, or databases for use in monitoring, tracking and trending program/project costs, resources, schedules, and status for management.</p> <p>Supports presentations given by other analysts and supervisors.</p> <p>Deals regularly with information having a minor to moderate department and/or corporate impact.</p> <p>Uses skills and experience in addressing issues with minor to moderate impact.</p>	<p>Gathers documents and researches data on assigned topics, using databases, files, spreadsheets, or other sources. As directed and according to established procedures and practices, may administer programs with minor departmental impact. May conduct training for assigned programs.</p> <p>Prepares analysis and recommendations based on information from internal and external sources. Works with other professionals and managers to organize and present multiple analyses in a unified structured format.</p> <p>Creates and maintains records, logs, documents, files, or databases for use in monitoring, tracking, and trending program/project costs, resources, schedules, and status for management. Reviews files for completeness or accuracy. Reviews and updates reports, documents or correspondence.</p> <p>Coordinates preparation of presentation materials. Supports presentations given by other analysts and supervisors.</p> <p>Uses highly developed skills and experience, and occasionally exercises judgment, in addressing issues with minor to moderate impact.</p>	<p>Gathers documents, analyzes, and draws conclusions on complex data and information after considering alternatives through independent research and analysis.</p> <p>Acts as key resource or consultant to department and division management, customers, and client organization on specific project, program, functional, or strategic issues with moderate to broad impact where subject matter expertise goes beyond established procedures and practices and requires analysis and decision making.</p> <p>Develops and may conduct training for assigned programs.</p> <p>As an independent analyst or in a lead capacity, plans, develops, and coordinates the design and implementation of mid to large-sized projects or a component of these projects.</p> <p>May manage a key program or project component in support of overall functional or project initiatives.</p> <p>Prepares detailed and complex analysis and recommendations in support of major program, project, or business unit and corporate goals after careful consideration of several alternatives developed from independent internal and external research in support of key programs, projects, contracts, or business unit goals.</p> <p>Develops recommendations in support of key strategic initiatives. Develops solutions to</p>

<b>Dimension</b>	<b>Analyst – Program/Project 1</b>	<b>Analyst – Program/Project 2</b>	<b>Analyst – Program/Project 3</b>
<b>Job Code</b>	<b>APP1</b>	<b>APP2</b>	<b>APP3</b>
Area of Responsibility (continued)			problems of major scope and complexity. Develops and makes presentations to department and business unit management, customers, and other interested parties. May provide functional direction to others.
Decision Making & Impact	Resolves a variety of conventional problems, questions, or situations in conformance with defined criteria, practice, or protocol. Limited latitude to deviate without approval from supervisor.  Work is reviewed by others for completeness and accuracy.	Makes decisions or recommendations guided by prior experience, procedures, rules, or management direction.  Provides advice and recommendations on decisions having minor to moderate impact on a department or the Company.  Work is spot-checked for soundness and accuracy.	Makes decisions or recommendations as to significant or complex business issues after considering various, independently analyzed alternatives.
Education, Certifications, and/or Licenses (Minimum Requirements)	Associate Degree or an equivalent combination of education, training, and experience.	Associate Degree or an equivalent combination of education, training, and experience.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.
Knowledge/Experience	Typically possesses from zero to three years or more of experience in an analytical position or three to five years of experience in high-level administrative support and project coordination.	General knowledge of project management and operational policies, procedures, and practices.  Typically possesses two or more years of experience in an analytical position.	Broad knowledge of project management and operational policies, procedures, and practices.  Typically possesses five or more years of experience in an analytical position.

## Analyst – Systems

### General Description:

Conducts research and analysis of business requirements, problems, and available technologies in order to create long term business or computing strategies for management systems which enhance the business unit's effectiveness and ensures utilization of appropriate technologies. Develops, implements, and maintains management systems and enhancements to meet business needs.

Dimension	Analyst - Systems 1	Analyst - Systems 2	Analyst - Systems 3	Analyst - Systems 4
Job Code	ASY1	ASY2	ASY3	ASY4
Area of Responsibility	<p>Identifies requirements, defines scope, performs cost benefit analysis, and develops specifications for a specific business area or technology.</p> <p>For medium sized systems, as a team member:</p> <ul style="list-style-type: none"> <li>• participates in the definition of scope.</li> <li>• assists in definition of requirements.</li> <li>• assists in development of the cost benefit analysis.</li> <li>• assists in the development and implementation of the solution.</li> </ul>	<p>Identifies requirements, defines scope, performs cost benefit analysis, and develops specifications when developing new systems or to address business issues and problems which cross business areas.</p> <p>For large complex business issues, as a team member:</p> <ul style="list-style-type: none"> <li>• participates in the definition of scope.</li> <li>• assists in definition of requirements.</li> <li>• assists in development of the cost benefit analysis.</li> <li>• assists in the development and implementation of the solution.</li> </ul>	<p>Identifies requirements, defines scope, performs cost benefit analysis, and develops conceptual specifications to address complex business issues and problems.</p> <p>Leads and conducts analysis and research of new technologies and recommends appropriate alternatives in support of the organization's strategic direction or resolution of business issue.</p> <p>Leads the implementation of effective solutions in a wide variety of business/technical areas.</p> <p>May provide functional direction to other Systems Analysts.</p>	<p>Conceptualizes and develops innovative solutions to address complex business issues and problems that have impact throughout the Company. Acts as an internal consultant in identifying and addressing long-term business issues.</p> <p>Identifies, develops and implements leading edge technologies in support of Company-wide strategies.</p> <p>Project manages teams of internal and external experts on projects with broad and long-term impact on the Company. Prepares project plans, forecasts and budgets resources and acts as a key consultant to senior management.</p>
Decision Making & Impact	Influences specific or narrowly focused business and computing strategy decisions which typically have a minor impact on operations.	Influences short-term, more focused business and computing strategy decisions, which may have a moderate impact on operations.	Influences long range business and computing strategy decisions, which may have a major impact on operations.	Highly influential on senior management decisions on a wide range of broad systems issues, which have a major impact on the Company.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor degree in Information Systems or related field or an equivalent combination of formal education, training, and experience.	Bachelor degree in Information Systems or related field or an equivalent combination of formal education, training, and experience.	Bachelor degree in Information Systems or related field or an equivalent combination of formal education, training, and experience.	Bachelor degree in Information Systems or related field or an equivalent combination of formal education, training, and experience.  Master's degree preferred.

<b>Dimension</b>	<b>Analyst - Systems 1</b>	<b>Analyst - Systems 2</b>	<b>Analyst - Systems 3</b>	<b>Analyst - Systems 4</b>
<b>Job Code</b>	<b>ASY1</b>	<b>ASY2</b>	<b>ASY3</b>	<b>ASY4</b>
Knowledge/Experience	<p>Broad knowledge of business objectives, practices, and processes; computer systems and computing technologies and their relationship to the business functions and client work flow; system standards, guidelines, and operating methods; program development and the development tools required to support the business functions, including appropriate testing methodologies, structured design, and analysis concepts.</p> <p>Typically possesses three or more years' experience defining system requirements, project scopes, and performing cost benefit analysis.</p>	<p>Broad knowledge of business objectives, practices, and processes; computer systems and computing technologies and their relationship to the business functions and client work flow; system standards, guidelines, and operating methods; program development and the development tools required to support the business functions, including appropriate testing methodologies, structured design, and analysis concepts.</p> <p>Typically possesses five or more years' experience defining system requirements, project scope, and performing cost benefit analysis.</p>	<p>Thorough knowledge of business objectives, practices, and processes; computer systems and computing technologies and their relationship to the business functions and client work flow; system standards, guidelines, and operating methods; program development and the development tools required to support the business functions, including appropriate testing methodologies, structured design, and analysis concepts.</p> <p>Typically possesses eight or more years' experience defining system requirements, project scope, and performing cost benefit analysis.</p>	<p>Advanced knowledge of business objectives, practices, and processes; computer systems and computing technologies and their relationship to the business functions and client work flow; system standards, guidelines, and operating methods; program development and the development tools required to support the business functions, including appropriate testing methodologies, structured design, and analysis concepts.</p> <p>Typically possesses twelve more years' experience defining system requirements, project scope, and performing cost benefit analysis.</p>

## Auditor – Corporate

**General Description:**

Provides executive management and the Board of Directors with an independent assessment of the adequacy of internal controls, effectiveness and efficiency of operations, reliability of financial and operating information, identification of risks, safeguarding of assets, and compliance with laws, regulations, Corporate Standards of Conduct, procedures, and prudent business practices. Provides recommendations and counsel to strengthen internal controls, to ensure compliance with laws, regulations, and corporate policies, and to enhance management processes to meet the goals of the corporation.

Dimension	Auditor - Corporate 1	Auditor - Corporate 2	Auditor - Corporate 3	Auditor - Corporate 4
Job Code	AUC1	AUC2	AUC3	AUC4
Area of Responsibility	<p>Perform routine and/or structured audit tasks as a team member by following the audit protocol and work program in the areas of environmental health/safety, finance/contracts, operations, and/or information technology.</p> <p>Participates as a member on joint participant audits with external entities and/or corporations in joint ventures.</p> <p>Develops recommendations related to a department’s policies, procedures, or operations.</p> <p>Works under general supervision/guidance of a senior auditor or manager.</p>	<p>Conducts audits in areas that may not have a routine audit plan, or may lead a specific section of the audit plan as a team member by following the audit protocol and work program in the areas of environmental health/safety, finance/contracts, operations, and/or information technology.</p> <p>Participates as a member on joint participant audits with external entities and/or corporations in joint ventures.</p> <p>Develops recommendations related to a department’s policies, procedures, or operations.</p> <p>Works under general direction of a senior auditor or manager.</p>	<p>Independently conducts and/or participates as a team member on complex, sensitive projects or audits that have a moderate to major significance/risk to the Company by following the audit protocol and work program in the areas of environmental health/safety, finance/contracts, operations, and/or information technology. May also lead routine/structured audits.</p> <p>Participates as a member on joint participant audits with external entities and/or corporations in joint ventures.</p> <p>Develops recommendations related to a department and/or corporate policies, procedures, or operations.</p> <p>Independently serves as a consultant on consulting engagements.</p>	<p>Independently conducts, leads, directs and/or participates as a team member on highly complex, sensitive and/or specialized projects or audits that have a major significance/risk to the Company by following the audit protocol and work program in the areas of environmental health/safety, finance/contracts, operations, and/or information technology.</p> <p>Leads and/or participates joint participant audits with external entities and/or corporations in joint ventures. Represents EIX Companies’ position in meetings with joint participants and/or other companies.</p> <p>Develops recommendations related to a department and/or corporate policies, procedures, or operations. Represents department’s position in cross departmental and Company-wide initiatives.</p> <p>Independently serves as a technical advisor/consultant on highly complex and/or specialized consulting engagements.</p> <p>Provides input to and participates in annual risk assessment exercise. Assists in the development of annual audit plan.</p>

<b>Dimension</b>	<b>Auditor - Corporate 1</b>	<b>Auditor - Corporate 2</b>	<b>Auditor - Corporate 3</b>	<b>Auditor - Corporate 4</b>
<b>Job Code</b>	<b>AUC1</b>	<b>AUC2</b>	<b>AUC3</b>	<b>AUC4</b>
Area of Responsibility (continued)				Participates in presenting audit observations to senior management and negotiating resolutions and timing of implementation.  Provides guidance, mentoring and training (on-the-job & formal) to other auditors and team members.
Decision Making & Impact	Provides recommendations which may influence department management decisions.	Provides recommendations that influence department management decisions or reduce moderate corporate risk.	Provides recommendations that influence executive and/or senior management decisions or reduce major corporate risk.  Makes decisions with regard to day-to-day audit engagement activities.	Provides recommendations that influence executive and/or senior management decisions or reduce major corporate risk.  Makes decisions with regard to day-to-day audit engagement activities.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Accounting, Business, or Engineering or related field or an equivalent combination of education, training, and experience.	Bachelor Degree in Accounting, Business, or Engineering or related field or an equivalent combination of education, training, and experience.  Prefer one or more audit related professional certifications (CPA, PE, CIA, CISA, CEA, CSP, CFE, etc.).	Bachelor Degree in Accounting, Business, or Engineering or related field or an equivalent combination of education, training, and experience. Master's degree is preferred  Prefer one or more audit related professional certifications (CPA, PE, CIA, CISA, CEA, CSP, CFE, etc.).	Bachelor Degree in Accounting, Business, or Engineering or related field or an equivalent combination of education, training, and experience. Master's degree is preferred.  Possesses one or more audit related professional certifications (CPA, PE, CIA, CISA, CEA, CSP, CFE, etc.).
Knowledge/Experience	Typically possesses fewer than two years' experience performing business, engineering or related functions and/or auditing functions.  Broad knowledge of Company and/or department policies, procedures, and practices. General knowledge of auditing practices.	Typically possesses two or more years' experience performing business, engineering or related functions and/or auditing functions  Broad knowledge of Company and/or department policies, procedures, and practices. General knowledge of auditing practices.	Typically possesses six or more years' experience performing business, engineering or related functions and/or auditing functions.  Thorough knowledge of auditing practices. General knowledge of corporate and departmental issues and impacts of changes in regulations, policies, etc.	Typically possesses ten or more years' experience performing business, engineering or related functions and/or auditing functions.  Advanced knowledge of auditing practices. Thorough knowledge of Company policies, procedures, and practices; interrelationship of departments and impact of complex business issues on the various organizations.

## Auditor - Nuclear Quality Assurance

**General Description:**

Plans, conducts, and performs a comprehensive system of independent technical quality assurance audits and personnel performance assessments at San Onofre Nuclear Generating Station, other SCE locations, and/or contractor/supplier facilities. Evaluates Company and on-site contractor performance in the areas of engineering, operations, chemistry, acceptance testing, calibration, health physics, maintenance, and modification to ensure conformance with Nuclear Regulatory Commission Quality Assurance program requirements.

Dimension	Auditor - Nuclear QA 1	Auditor - Nuclear QA 2	Auditor - Nuclear QA 3
Job Code	AUN1	AUN2	AUN3
Area of Responsibility	<p>Utilizing preexisting audit plans, conducts audits that evaluate the engineering process or similar technical functions.</p> <p>Recommends corrective actions and methods of implementation.</p>	<p>Independently or as part of an audit team, plans, conducts, and documents audits and personnel performance assessments of nuclear station design, operations, construction activities, qualifications, manufacturing processes, and security procedures and practices.</p> <p>Ensures corrective actions are implemented.</p>	<p>Plans, stages, and performs complex technical Q/A audits and personnel performance assessments of nuclear station design, operations, construction activities, qualifications, manufacturing processes, and security procedures and practices.</p> <p>Investigates technical problems relating to broad problematic issues, facilitates problem resolution, and reviews disposition and follow-up of corrective action.</p> <p>May lead projects and/or provide functional direction to other auditors.</p> <p>Solicits explanations for Company actions and verifies accuracy of responses to the NRC to mitigate possible enforcement actions.</p>
Decision Making & Impact	Provides recommendations which may influence management decisions regarding plant safety.	Provides recommendations which may significantly influence management decisions regarding plant safety.	Provides recommendations which may significantly influence senior management decisions regarding plant safety.
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>A combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate, as well as technical training in the area to be audited.</p> <p>Pursuing professional and state certifications as required by specific area of responsibility.</p>	<p>High school diploma and college courses in engineering, physical science, or other technical field or an equivalent combination of education, training, and experience.</p> <p>Pursuing or possesses one or more professional or state certifications as required by specific area of responsibility.</p>	<p>Bachelor Degree in engineering, physical science, or other technical field or an equivalent combination or education, training, and experience.</p> <p>Possesses one or more professional and/or state certifications as required by specific area of responsibility.</p>



Dimension	Auditor - Nuclear QA 1	Auditor - Nuclear QA 2	Auditor - Nuclear QA 3
Job Code	AUN1	AUN2	AUN3
Knowledge/Experience	<p>General knowledge of NRC regulations and regulatory standards related to Q/A program application. General knowledge of nuclear physics; nuclear station design, construction and operation; and manufacturing, test and nondestructive examination methods applicable to the area of expertise.</p> <p>Typically possesses five or more years of power plant technical experience in engineering, manufacturing, construction, operation, or maintenance with two or more of these years in the nuclear field. May possess external experience in nuclear quality assurance auditing.</p>	<p>Thorough knowledge of NRC regulations and regulatory standards related to Q/A program application. Broad knowledge of nuclear physics; nuclear station design, construction and operation; and manufacturing, test and nondestructive examination methods applicable to the area of expertise.</p> <p>Typically possesses seven or more years of power plant experience in engineering, manufacturing, construction, operation, or maintenance, with two or more of these years in the nuclear field and additional experience in nuclear Q/A audits and personnel performance assessments.</p>	<p>Thorough knowledge of the applicable industry codes, NRC, and regulatory requirements to accomplish the Q/A program objectives; engineering principles in area of expertise; nuclear plant design standards, equipment, apparatus, materials and parts codes; Q/A audit techniques.</p> <p>Typically possesses a minimum of ten years' nuclear or twelve years' non-nuclear technical experience in power plant engineering, manufacturing, construction, operation, or maintenance, with a minimum of three years in nuclear quality assurance audits, personnel performance assessments and program implementation.</p>

## Coordinator - Construction/Material

**General Description:**

Coordinates SCE or contract construction, maintenance and/or equipment and material expediting activities in support of departmental operating requirements. Facilitates activities in an effective sequence by monitoring tasks and expenditures, compiling data, tracking and reporting status, and maintaining reference information and databases. Determines schedules, availability of resources, and deliverables such as equipment, materials and services. Oversees and monitors budgets, reconciles invoices and documents transactions. Ensures activities are performed in accordance with contract, corporate, governmental and regulatory agency requirements.

Dimension	Coordinator - Construction/Material 1	Coordinator - Construction/Material 2	Coordinator - Construction/Material 3
Job Code	CCM1	CCM2	CCM3
Area of Responsibility	<p>Coordinates routine activities or tasks such as budget preparation and reporting, account reconciliation, and scheduling of resources to ensure the accurate and timely completion of a project or activity.</p> <p>Works with other professionals in establishing and implementing equipment and material logistical requirements for specific functions or projects.</p> <p>Follows specific procedures and practices.</p>	<p>Coordinates, as a team member, work order and resource scheduling activities, and tracks work order progress for SCE and/or contractor construction and maintenance crews.</p> <p>Acts as Company contact for contract crews performing construction and maintenance activities. Exercises own judgment within general guidelines and established procedures and practices to adjust schedules, reallocate resources, or report on project status. Makes recommendations on project changes.</p> <p>Coordinates specific activities or tasks such as material acquisition, expediting and planning to ensure the timely completion of a project or activity.</p> <p>Acts as a resource to department and division management, customers and client organizations on specific project or functional issues.</p> <p>Follows general procedures and practices.</p>	<p>Coordinates multiple activities such as estimating, material acquisition and expediting, legal analysis, planning, engineering, designing, budgeting or resource allocation to ensure the timely completion of a project.</p> <p>Acts as Company contact for contract crews performing construction and maintenance activities. Exercises own judgment within general guidelines and established procedures and practices to adjust schedules, reallocate resources, or report on project status. May evaluate effectiveness of projects and institute changes as needed.</p> <p>May occasionally lead a group and/or provide functional direction to others.</p> <p>Acts as a seasoned resource to department and division management, customers and client organizations on specific project or functional issues; provides research, analysis, alternatives, and recommendations as directed.</p> <p>Follows general procedures, practices, guidelines and objectives.</p>
Decision Making & Impact	<p>Provides information which is specific to the activity and has minor impact to the overall department or organization.</p>	<p>Provides information and recommendations, as necessary, which are specific to the activity and have a moderate department or organizational impact affecting operation, cost, and schedule.</p>	<p>Provides alternatives and recommendations, as necessary, which may influence decisions having a moderate to major corporate and/or departmental impact. Makes adjustments to project schedules as deemed appropriate.</p>

<b>Dimension</b>	<b>Coordinator - Construction/Material 1</b>	<b>Coordinator - Construction/Material 2</b>	<b>Coordinator - Construction/Material 3</b>
<b>Job Code</b>	<b>CCM1</b>	<b>CCM2</b>	<b>CCM3</b>
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate.	Associate degree or an equivalent combination of education, training and experience.	Bachelor Degree in Business or an equivalent combination of education, training and experience.
Knowledge/Experience	General knowledge of project management and operational policies, practices, and procedures.  Typically possesses from zero to one year of experience.	Broad knowledge of project management and operational policies, practices, and procedures.  Typically possesses three or more years of related experience.	Thorough knowledge of project management and departmental operational policies, practices, and procedures.  Typically possesses five or more years of related experience.

## Claims Representative

**General Description:**

Investigates and resolves claims for and against the Company. Provides support to Company and external attorneys during the pre-trial and trial phases of litigation proceedings, such as participating in strategy meetings, handling discovery matters, identifying expert witnesses, and preparing Company witnesses for depositions. May represent the Company in small claims courts.

Dimension	Claims Representative 1	Claims Representative 2	Claims Representative 3
Job Code	CLR1	CLR2	CLR3
Area of Responsibility	<p>Collects claims from responsible parties for damage to Company property typically with minor level of complexity or monetary exposure to the Company. Negotiates and arranges payment programs which include installment contracts, cash settlements, and contracts in default.</p> <p>Exchanges information with insurance Company adjusters and accident witnesses to process or expedite settlement of claims. Corresponds with the Department of Motor Vehicles to report accidents and claims cost and to coordinate driver's license suspensions.</p> <p>May pursue claims against governmental entities in accordance with the government code statute that typically has a minor financial impact to the Company.</p>	<p>Conducts investigations of employee-involved, third party accidents, property loss claims, and damage to Company property typically with minor to moderate level of complexity or monetary exposure to the Company. Pursues claims against the Company's insurance carrier and/or equipment manufacturers.</p> <p>Evaluates the Company risk/liability of moderate property damage/injury claims. Negotiates settlements with claimants or their representatives within the established authority level. Makes recommendations to management for settlements in excess of established limit.</p> <p>May pursue claims against governmental entities in accordance with the government code statute that typically has a moderate financial impact to the Company.</p> <p>May participate in field meetings with involved parties and conduct site visits.</p> <p>May represent the Company in small claims court.</p>	<p>Conducts investigations of employee-involved and third party accidents that result in serious injury/death, property loss claims, and damage to Company property with a high degree of monetary/reputational exposure and adverse impact to the Company. Coordinates evidence recovery and retention. Pursues claims against the Company's insurance carrier and/or equipment manufacturers.</p> <p>Evaluates the Company risk/liability of significant property damage/injury claims. Negotiates settlements with claimants or their representatives within the established authority level. Makes recommendations to management for settlements in excess of established limit. Prepares detailed written reports in a timely manner.</p> <p>Interfaces with regulators (CPUC and Cal/OSHA) during the course of investigations. Prepare reports and responses to data requests and other regulatory activities as needed.</p> <p>Provides support to legal counsel on matters that proceed to litigation (civil, regulatory and Cal/OSHA-related matters). Conducts additional research or investigation, interfaces with witnesses, including experts, and assists in the preparation of discovery. Attends hearings, mediations, MSCs, and trials along with counsel. Also works with counsel to address/respond to subpoenas on non-litigated matters.</p> <p>May pursue claims against governmental entities in accordance with the government code statute that typically has a significant</p>

<b>Dimension</b>	<b>Claims Representative 1</b>	<b>Claims Representative 2</b>	<b>Claims Representative 3</b>
<b>Job Code</b>	<b>CLR1</b>	<b>CLR2</b>	<b>CLR3</b>
			<p>financial impact to the Company.</p> <p>Regularly conducts site visits and field investigation. Responds to claims related inquiries during non-business hours on a rotation, as-needed basis.</p> <p>Represents the Company in small claims court as needed.</p>
Decision Making & Impact	Handles cases that may have a minor to moderate financial impact on the Company.	Handles cases that may have a moderate financial impact on the Company.	Handles cases that may have a major financial impact on the Company.
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Associate degree or an equivalent combination of education, training, and experience.</p> <p>Valid California Driver's License is required.</p>	<p>Bachelor Degree in Business, Engineering, or Police Science or an equivalent combination of education, training, and experience.</p> <p>Valid California Driver's License is required.</p>	<p>Bachelor Degree in Business, Engineering, or Police Science or an equivalent combination of education, training, and experience.</p> <p>Valid California Driver's License is required.</p>
Knowledge/Experience	<p>General knowledge of collection techniques, court systems and procedures, Company construction standards, power generation, transmission and distribution of electrical energy, and SCE's accounting methods.</p> <p>Typically possesses one year or more experience in claims handling or similar experience.</p>	<p>Broad knowledge of investigation techniques (including electrical and incendiary fire), trial procedures, accident reporting procedures.</p> <p>Broad knowledge of contract and tort law, Company construction standards, methods and practices, CAL-OSHA rules and regulations, blue prints and maps, and electrical theory pertaining to power generation, transmission, and distribution and to residential, commercial, and industrial appliances.</p> <p>Familiar with statutes and laws applicable to utility claim handling, such as CPUC 7952, the Vehicle Code financial responsibility provisions, and the One Call law. General knowledge of SCE accounting procedures and contract provisions involving represented employees.</p> <p>Typically possesses two or more years' experience in claims handling/collections or similar experience.</p>	<p>Thorough knowledge of investigation techniques (including electrical and incendiary fire), trial procedures, and accident reporting procedures.</p> <p>Broad knowledge of contract and tort law, Company construction standards, methods and practices, CAL-OSHA rules and regulations, blue prints and maps, and electrical theory pertaining to power generation, transmission, and distribution and to residential, commercial, and industrial appliances.</p> <p>Familiar with statutes and laws applicable to utility claim handling, such as CPUC 7952, the Vehicle Code financial responsibility provisions, and the One Call law. General knowledge of SCE accounting procedures and contract provisions involving represented employees.</p> <p>Typically possesses six or more years of general claims and/or investigation experience.</p>

## Campground Attendant

**General Description:**

Assists in protecting and maintaining Shaver Lake facilities and the campground area. Collects fees from park users and provides first aid/CPR when needed. Performs fire suppression at camp sites when required. Assists in security patrols and enforcing camp rules. Provides resource/environment protection.

Dimension	Campground Attendant 1	Campground Attendant 2
Job Code	CMP1	CMP2
Area of Responsibility	<p>Works mainly in an outdoor environment and utilizes equipment and suitable attire in all weather conditions.</p> <p>Acts as Company's public relations representative to campers.</p>	<p>Determines urgency of routine calls and requests; routes to appropriate personnel.</p> <p>Acts as Company's public relations representative to campers and local fire and law enforcement agencies.</p> <p>Provides functional direction to other personnel.</p>
Decision Making & Impact		Maintains contact with law enforcement and fire suppression personnel and provides information in potential emergency situations.
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p> <p>Must possess valid driver's license.</p> <p>Current first aid/CPR certification is required.</p>	<p>A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p> <p>Must possess valid driver's license.</p> <p>Current first aid/CPR certification is required.</p>
Knowledge/Experience	<p>General knowledge of fire science and law enforcement.</p> <p>Typically possesses less than one year of experience in related field.</p>	<p>Broad knowledge of fire science and law enforcement. General knowledge of PC software, on-line applications, office equipment, and general office skills.</p> <p>Typically possesses one year or more of experience in related field.</p>

## Communications Specialist

**General Description:**

Conducts needs assessments and develops and/or coordinates the production of video and/or audio materials, graphical materials, or written materials such as speeches, brochures, or press releases. Products developed may be distributed to various audiences including customers, employees, media, policy makers, regulators, and/or legislators.

Dimension	Communications Specialist 1	Communications Specialist 2	Communications Specialist 3
Job Code	CMS1	CMS2	CMS3
Area of Responsibility	<p>Implements a communications strategy by developing communications materials utilizing a single communication vehicle. Requires extensive editorial oversight.</p> <p>Provides communications consulting services to department and division management and/or client organizations.</p>	<p>Develops communications materials utilizing one or more communications vehicles such as video/audio, written, or graphical in support of an approved communications strategy. Requires minimal editorial oversight.</p> <p>Provides communications consulting services to department and division management and/or client organizations on sensitive communication issues.</p>	<p>Develops communications strategies utilizing all available communication vehicles. Develops and/or coordinates the development of materials including video/audio, written, and graphical.</p> <p>Provides communications consulting services to corporate officers, department and division management, and/or client organization on highly sensitive communication issues.</p>
Decision Making & Impact	Provides recommendations to department management on communications issues which may have minor impact.	Provides advice and recommendations on communication vehicles and products for internal and external audiences which may have a potential for moderate or minor impact.	Provides recommendations and influences decisions on communications strategies and vehicles for internal and external audiences that may have major or moderate impact.
Education, Certifications, and/or Licenses (Minimum Requirements)	Associate degree or an equivalent combination of education, training, and experience.	Bachelor Degree in Graphic Arts, Journalism, English, Communications, Advertising, or related field or an equivalent combination of education, training, and experience.	Bachelor Degree in Graphic Arts, Journalism, English, Communications, Advertising, or related field or an equivalent combination of education, training, and experience.
Knowledge/Experience	<p>Broad knowledge of a specific communications medium/vehicle. General knowledge of communications strategies and production techniques related to the development of video/audio, written, and/or graphical materials.</p> <p>Typically possesses zero to three years' experience developing communication materials utilizing one or more communication vehicles.</p>	<p>Thorough knowledge of one or more communications media/vehicles. Broad knowledge of communications strategies and production techniques related to the development of video/audio, written, and/or graphical materials.</p> <p>Typically possesses three or more years' experience developing communication materials utilizing several communication vehicles.</p>	<p>Thorough knowledge of communications strategies and production techniques related to the development of video/audio, written, and/or graphical materials.</p> <p>Typically possesses five or more years' experience developing communication materials and strategies.</p>

## Computing Operations Specialist

**General Description:**

Operates and maintains computer equipment, schedules system workload, and consults with application developers and systems support personnel on the use of software utilities and hardware tools.

Dimension	Computing Operations Specialist 1	Computing Operations Specialist 2	Computing Operations Specialist 3
Job Code	COS1	COS2	COS3
Area of Responsibility	<p>Monitors and maintains data processing production schedules to ensure production jobs are completed as scheduled.</p> <p>Determines production job priorities by consulting master and non-daily schedules and system production manuals.</p> <p>Monitors the implementation of new jobs or systems and assists with Production Control tests.</p> <p>Follows established procedures in the operation of equipment and use of software tools.</p> <p>Participates in enforcing established computing standards.</p>	<p>Provides advice regarding use of hardware and software tools, methods to improve resource utilization and processes, and new methods of improving the quality of technical operations. Participates in the research and analysis of new computer equipment and software tools.</p> <p>Coordinates and implements new jobs into production. Identifies, investigates, and resolves production problems.</p> <p>Provides technical expertise to application developers regarding requirements, operational schedules, operations documentation standards, and utilization of applicable operational software for production applications. Assists application developers with the development, preparation, and implementation of operational tests.</p> <p>Monitors vendor performance as it relates to hardware installation and removal. Plans for life of hardware and software equipment and impact of replacement.</p> <p>Establishes and maintains a positive working relationship with vendors to obtain optimum service.</p>	<p>Prepares business cases to substantiate large outlays for computer equipment or software tools and proactively works to avoid problems and make future work easier.</p> <p>Advises management on new or alternative methods of improving the quality of technical operations and recommends the purchase or removal of complex computer equipment or software tools. Plans for life of hardware and software equipment and analyzes replacement options.</p> <p>Defines and implements standards and procedures whenever new technologies are used in the production environment.</p> <p>Consults with computing personnel regarding software and hardware tools and monitors vendor performance as it relates to hardware installation and removal.</p> <p>Establishes and maintains a positive working relationship with vendors in order to obtain optimum service.</p> <p>May provide functional direction to other Computing Operations personnel.</p>
Decision Making & Impact			Provides recommendations that can have a major financial impact.
Education, Certifications, and/or Licenses (Minimum Requirements)	Associate degree or an equivalent combination of education, training, and experience.	Bachelor Degree in Information Systems or related field or an equivalent combination of education, training, and experience.	Bachelor Degree in Information Systems or related field or an equivalent combination of education, training, and experience.



<b>Dimension</b>	<b>Computing Operations Specialist 1</b>	<b>Computing Operations Specialist 2</b>	<b>Computing Operations Specialist 3</b>
<b>Job Code</b>	<b>COS1</b>	<b>COS2</b>	<b>COS3</b>
Knowledge/Experience	<p>Broad knowledge of computer error and listing codes, and information technologies policies, procedures, and standards.</p> <p>General knowledge of computer operations and hardware/software characteristics.</p> <p>Typically possesses zero to three years' experience scheduling and/or monitoring production jobs, and performing other computing operations functions.</p>	<p>Broad knowledge of computer operations and hardware/software tools.</p> <p>Thorough knowledge of reporting and scheduling applications, and computer error listing codes.</p> <p>Typically possesses four or more years' combined experience advising personnel on computing standards, and scheduling and monitoring production jobs.</p>	<p>Advanced knowledge of software and hardware tools. Thorough knowledge of computer operations, reporting and scheduling applications, and computer error listing codes.</p> <p>Broad knowledge of new and established technologies.</p> <p>Typically possesses six or more years' combined experience advising systems personnel on hardware/software tools, computing standards, and identifying methods of improving efficiency of operations.</p>

## Corporate Representative

**General Description:**

Works closely with external organizations to protect and promote Company business interests. Represents the Company as a liaison to community leaders, educators, and various federal, state, and local regulatory and governmental agencies.

Dimension	Corporate Representative 1	Corporate Representative 2	Corporate Representative 3
Job Code	CRR1	CRR2	CRR3
Area of Responsibility	<p>Develops strategies and implements plans in concert with department management regarding local government and state regulatory commission issues impacting Company policies, facilities, and operations.</p> <p>Analyzes and monitors state and federal legislation impacting Company operations and coordinates the development of the Company's position to ensure timely response for actions required.</p> <p>Develops and maintains working relationships in the educational community and develops partnerships with community leaders, educators, and business peers for the purpose of developing mediums of communication and education.</p> <p>Provides monetary, educational, and public sponsorship support for the purposes of improving the quality of life in the community and advancing knowledge of electrical industry issues.</p> <p>Develops and maintains working relationships with the staff of various federal, state, and local regulatory and governmental bodies, community leaders, educators, and peers.</p>	<p>Represents the Company as a liaison and primary contact to protect and enhance the Company's position in specific proceedings and to ensure coordination with corporate policy and objectives on a broad range of sensitive regulatory, rate-making and legislative issues having a moderate impact on Company revenues, facilities, and operations.</p> <p>Develops overall case strategy in conjunction with Company attorneys and witnesses. Protects and transacts all phases of Company/customer business, political, community, and civic activities at the area level.</p> <p>Establishes and maintains positive working relationships with governmental officials, committees, agencies, etc. in order to influence and secure acceptance of established and proposed Company operations, and minimize adverse publicity.</p> <p>Maintains long-term working relationships with key personnel at various federal, state, and local regulatory and governmental agencies. Resolves unusual or politically sensitive problems. May educate government bodies/agencies and community/ business groups on utility-related issues.</p> <p>Resolves or supports resolution of operational, financial and customer services related issues at the local government level, such as permitting, emergency planning and response, undergrounding, conflict resolution, property and land use, utility user tax, franchise rules and etc.</p>	<p>Represents the Company as a liaison and primary contact to protect and enhance the Company's position in specific proceedings and to ensure coordination with corporate policy and objectives on a broad range of sensitive regulatory, rate-making and legislative issues having a major impact on Company policies, revenues, facilities, and operations.</p> <p>Develops overall case strategy for complex and/or sensitive cases in conjunction with Company attorneys and witnesses. Protects and transacts all phases of Company/customer business, political, and government activities at the corporate level.</p> <p>Maintains and facilitates close, long-term working relationships with State Public Utilities Commissioners, federal and state legislators, key personnel at county regulatory and governmental agencies, and other direct policy makers in governmental bodies. Resolves unusual or politically sensitive problems. May educate government bodies/agencies and community/ business groups on utility-related issues.</p> <p>Resolves or supports resolution of operational, financial and customer services related issues at the local government level, such as permitting, emergency planning and response, undergrounding, conflict resolution, property and land use, utility user tax, franchise rules and etc.</p>

<b>Dimension</b>	<b>Corporate Representative 1</b>	<b>Corporate Representative 2</b>	<b>Corporate Representative 3</b>
<b>Job Code</b>	<b>CRR1</b>	<b>CRR2</b>	<b>CRR3</b>
Decision Making & Impact	Provides input to final decisions.	Handles cases/issues that have a moderate impact on monetary and technical issues.  Influential on final decisions.	Handles cases/issues that have a major impact on Corporate policy decisions.  Highly influential on final decisions.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Business, Political Science, Education, or related field or an equivalent combination of education, training, and experience.	Bachelor Degree in Business, Political Science, or related field or an equivalent combination of education, training, and experience.  Master's Degree in related field is preferable.	Bachelor Degree in Business, Political Science, or related field or an equivalent combination of education, training, and experience.  Master's Degree in related field is preferable.  May require certification/licensing in specified areas such as a state or federal lobbyist registration.
Knowledge/Experience	General knowledge of federal, state, and local governmental and regulatory processes.  Typically possesses one or more years' experience in protecting and promoting Company business interests and working as a liaison with various federal, state, and local regulatory and governmental bodies, community leaders, educators, and business peers.	Broad knowledge of federal, state, and local governmental and regulatory processes.  Typically possesses three or more years' experience in protecting and promoting Company business interests and working as a liaison with various federal, state, and local regulatory and governmental bodies, community leaders, and business peers.	Thorough knowledge of federal, state, and local governmental and regulatory processes.  Typically possesses five or more years' experience in protecting and promoting Company business interests and working as a liaison with various federal, state, and local regulatory and governmental bodies, community leaders, and business peers.

## Customer Solutions Representative

### General Description:

Evaluates and resolves customer inquiries, issues, and problems, and ensures that appropriate action is taken to the satisfaction of the customer, Company, and/or CPUC in compliance with policies, procedures, tariff rules and rates. Designs, coordinates, implements, and manages programs designed to meet and/or address special needs.

Dimension	Customer Solutions Representative 1	Customer Solutions Representative 2	Customer Solutions Representative 3
Job Code	CSR1	CSR2	CSR3
Area of Responsibility	<p>Typically via telephone, provides a first level review and resolution of customer inquiries/issues that are usually general in nature.</p> <p>Frequent contact with Company personnel to obtain information and resolve customer concerns.</p>	<p>Reviews and resolves customer issues, often at the CPUC level, of an unusual or complex nature.</p> <p>Contacts customers, vendors, and/or CPUC personnel to advise and obtain information.</p> <p>May provide functional direction to other Client Solutions Representatives and customer telephone contact personnel.</p>	<p>Resolves customer problems and issues of a sensitive nature.</p> <p>Designs, implements and manages customer programs.</p> <p>Interfaces with other utilities, governmental agencies, and consumer groups to exchange information and influence actions/opinions. Negotiates settlements with customers within established limits.</p>
Decision Making & Impact	Decisions and recommendations are usually based on pre-established policy and precedents and may have minor impact on Company's image and relationships with customers.	Decisions and recommendations are usually based on pre-established policy and precedents and may have moderate impact on Company's image and relationships with customers.	Decisions and recommendations may have major impact on Company's image and relationships with customers, governmental agencies, and consumer groups.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of education, training, and experience to gain knowledge and skills generally equivalent to those typically possessed by a high school graduate.	Associate degree in Business or related field or an equivalent combination of education, training, and experience.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.
Knowledge/Experience	<p>General knowledge of Company and department policies, procedures, rules, rates, and tariffs and customer programs.</p> <p>Typically possesses zero to three years' experience resolving problems for customers and answering customer questions regarding Company programs, policies, and procedures.</p>	<p>Broad knowledge of Company and departmental policies, procedures, rules, rates, and tariffs. General knowledge of customer programs.</p> <p>Typically possesses three or more years' experience resolving problems for customers and answering customer questions regarding Company programs, policies, and procedures.</p>	<p>Thorough knowledge of Company and departmental policies, procedures, rules, rates, tariffs, and customer programs.</p> <p>Typically possesses five or more years' experience resolving problems for customers and answering customer questions regarding Company programs, policies, and procedures.</p>

**General Description:**

Cybersecurity specialists work with organizations to keep their computer information systems secure. They determine who requires access to which information, and then plan, coordinate and implement information security programs. Using a multi-layered approach, they use their specialized expertise and up-to-date knowledge to help protect against Web threats that facilitate cyber crime, including malware, phishing, viruses, denial-of-service attacks, information warfare and hacking.

Dimension					
Job Code	Cyber Security Specialist 1	Cyber Security Specialist 2	Cyber Security Specialist 3	Cyber Security Specialist 4	Cyber Security Specialist 5
Area of Responsibility	<p>As directed and according to established procedures and practices, provides technical analysis in data planning, cybersecurity, and design. May provide basic analysis for implementation techniques and tools for the most efficient solutions to system problems of limited scope and system installation.</p> <p>Analyze and assesses damage to the data/infrastructure as a result of security incidents, examines available recovery tools and processes</p>	<p>Provides complex technical analysis in data planning, engineering and design after considering alternatives through independent research and analysis. Performs systems planning; analyzes alternatives and recommends innovative technologies that will enhance the current system.</p> <p>Analyze and assess vulnerabilities in the infrastructure (software, hardware, networks), investigate available tools and countermeasures to remedy the detected vulnerabilities, and recommend solutions and best practices.</p> <p>Monitor networks, computers, and applications in large organizations, looking for events and traffic indicators that signal intrusion</p>	<p>Analyze and assesses damage to the data/infrastructure as a result of security incidents, examines available recovery tools and processes, and recommends solutions.</p> <p>Performs security monitoring, security and data/logs analysis, and forensic analysis, to detect security incidents, and mounts incident response.</p> <p>Coordinates with users to determine requirements.</p> <p>Scan for, identify and assess vulnerabilities in IT systems including computers, networks, software systems, information systems, and applications software.</p> <p>Prepare for and mount rapid response to security threats and attacks such as viruses and denial-of-service attacks.</p> <p>Monitor networks, computers, and applications in large organizations, looking for events and traffic indicators that signal</p>	<p>Performs security monitoring, security and data/logs analysis, and forensic analysis, to detect security incidents, and mounts incident response.</p> <p>Prepare for and mount rapid response to security threats and attacks such as viruses and denial-of-service attacks.</p> <p>Analyze and assess vulnerabilities in the infrastructure (software, hardware, networks), investigate available tools and countermeasures to remedy the detected vulnerabilities, and recommend solutions and best practices.</p> <p>Investigate and utilizes new technologies and processes to enhance security capabilities and implement improvements.</p> <p>Works on issues involving and impacting leading edge and/or future technologies and business issues to accomplish short-term business objectives.</p> <p>Provides technical engineering and/or architectural guidance on an as-needed basis</p> <p>Install and manage organization-wide security systems.</p>	<p>Performs security monitoring, security and data/logs analysis, and forensic analysis, to detect security incidents, and mounts incident response.</p> <p>Prepare for and mount rapid response to security threats and attacks such as viruses and denial-of-service attacks.</p> <p>Install and manage organization-wide security systems.</p> <p>Design a security system or major component of a security system, and may head a security design team building a new security system.</p> <p>Develop security software, including tools for monitoring, traffic analysis, intrusion detection, virus/spyware/malware detection, anti-virus software, and so on. Also integrates/implements security into applications software.</p> <p>Analyze encrypted information to break the code/cipher or to determine the purpose of malicious software.</p> <p>Scan for and identify vulnerabilities as well as exploits those vulnerabilities to provide hard evidence that they are</p>

			<p>intrusion.</p> <p>Engage with key IT and OU stakeholders to assess cybersecurity policy and standards needs</p> <p>Develop, maintain, and socialize both group-specific and enterprise cybersecurity policies and standards</p> <p>Provide deep technical cybersecurity subject matter expertise with respect to information security, risks, and controls. Work closely with key business partners (Legal, Supply Chain, HR, etc.) to ensure information security requirements and guidelines are properly represented and established across all OUs and all 3<sup>rd</sup> party business partners.</p> <p>Establish and execute governance and oversight processes that ensure cybersecurity policies, standards and guidelines are consistently practiced across the enterprise.</p> <p>Prepare and deliver executive-level communications representing risks, policy/standards exceptions, and controls recommendations both within IT and across all OUs.</p>	<p>Engage with key IT and OU stakeholders to assess cybersecurity policy and standards needs</p> <p>Develop, maintain, and socialize both group-specific and enterprise cybersecurity policies and standards</p> <p>Provide deep technical cybersecurity subject matter expertise with respect to information security, risks, and controls. Work closely with key business partners (Legal, Supply Chain, HR, etc.) to ensure information security requirements and guidelines are properly represented and established across all OUs and all 3<sup>rd</sup> party business partners.</p> <p>Establish and execute governance and oversight processes that ensure cybersecurity policies, standards and guidelines are consistently practiced across the enterprise.</p> <p>Prepare and deliver executive-level communications representing risks, policy/standards exceptions, and controls recommendations both within IT and across all OUs.</p>	<p>vulnerabilities. (When penetration-testing large infrastructures such as power grids, utility systems, and nuclear facilities, large teams of penetration testers, called Red Teams, are employed).</p> <p>Independently establishes guidelines, methods and processes that are viewed as the functional area standard.</p> <p>Provides technical engineering and/or architectural guidance, and leadership to high-level project teams and/or senior managers and executives.</p> <p>Engage with key IT and OU stakeholders to assess cybersecurity policy and standards needs</p> <p>Develop, maintain, and socialize both group-specific and enterprise cybersecurity policies and standards</p> <p>Provide deep technical cybersecurity subject matter expertise with respect to information security, risks, and controls. Work closely with key business partners (Legal, Supply Chain, HR, etc.) to ensure information security requirements and guidelines are properly represented and established across all OUs and all 3<sup>rd</sup> party business partners.</p> <p>Establish and execute governance and oversight processes that ensure cybersecurity policies,</p>
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					standards and guidelines are consistently practiced across the enterprise.  Prepare and deliver executive-level communications representing risks, policy/standards exceptions, and controls recommendations both within IT and across all OUs.
Decision Making & Impact	Receives specific, detailed instructions on new projects or assignments.  Contributes to the completion of routine work that has a minor impact at the organizational level.	Receives general instructions on new projects or assignments.  Responsible for the completion of milestones associated with specific projects.  Recommends approach to solutions after careful analysis of alternatives that typically have a moderate impact at the organizational level.	Works under minimal direction.  Responsible for the completion of most programs and projects.  Independently determines and develops approach to solutions that typically have a moderate impact at the organizational level	Work is performed without appreciable direction.  Guides the successful completion of major programs and may function in a project leadership role.  Exercises considerable latitude in determining technical objectives of assignment that typically has a major impact at the organizational level.	Works under consultative direction toward predetermined long-range goals and objectives.  Develops advanced technological ideas and guides the development into a final project which require major decisions making or recommendations that have a major long-term impact at the organizational level.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in specialized field or an equivalent combination of education, training, and experience.  Specialized education or certification may be required.	Bachelor Degree in specialized field or an equivalent combination of education, training, and experience.  Specialized education or certification may be required.	Bachelor Degree in specialized field or an equivalent combination of education, training, and experience.	Bachelor Degree in specialized field or an equivalent combination of education, training, and experience. May need either CISSP or GSEC	Bachelor Degree in specialized field or an equivalent combination of education, training, and experience. May need either CISSP or GSEC
Knowledge/ Experience	General knowledge in appropriate field, usually obtained through extensive training and work experience.  Typically possesses one to two years' experience in the field performing analysis or related functions.	Broad knowledge in appropriate field, usually obtained through extensive training and work experience.  Typically possesses three or more years' experience in the field performing analysis and providing recommendations.	Thorough knowledge in appropriate field. Recognized internally as an expert in field. Fully competent career level.  Limited number of personnel available with knowledge and abilities.  Limited number of personnel available with	Extensive knowledge in the appropriate field. Recognized internally and externally as an expert in the field.  Limited number of personnel available with knowledge and abilities. Limited number of personnel available with knowledge and abilities.	Advanced knowledge in the appropriate field. Recognized internally and externally as a primary leader and expert in the field.  Very limited number of personnel available with knowledge and abilities. Very limited number of personnel available with knowledge and abilities.

	<p>The ability to get a national security clearance.</p>	<p>The ability to get a national security clearance.</p>	<p>knowledge and abilities.</p> <p>Typically possesses six years technical with at least three or more years experience in the field of Cyber Security.</p> <p>Certified Information Security Manager (CISM) or GSEC.</p> <p>The ability to get a national security clearance.</p>	<p>Typically possesses nine years technical with at least six or more years experience in the field of Cyber Security.</p> <p>The ability to get a national security clearance.</p>	<p>Typically possesses twelve years technical with at least nine or more years experience in the field of Cyber Security.</p> <p>The ability to get a national security clearance.</p>
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## Customer Specialist

**General Description:**

Evaluates and resolves customer inquiries, issues, and requests pertaining to applications, rates, programs, billing, and services. Uses automated and manual methods to perform various customer service transactions. May maintain and reconcile payments, records, reports, and ledgers. May receive and balance all forms of money.

Dimension	Customer Specialist 1	Customer Specialist 2
Job Code	CUS1	CUS2
Area of Responsibility	Researches, analyzes, and reconciles routine customer information. Handles various customer inquiries and transactions.	Researches, analyzes, and reconciles more complex customer information. Handles more complex and sensitive customer inquiries and transactions.  Performs related special projects as required. May provide functional direction to other personnel.
Decision Making & Impact	Makes recommendations on services regarding Company policies, procedures, rules, rates, and programs. Within established guidelines, negotiates with customers in matters pertaining to their accounts, such as payment schedules. May have moderate impact on Company's image and relationships with customers.	Makes recommendations on services regarding Company policies, procedures, rules, rates, and programs. Within established guidelines, negotiates with customers in matters pertaining to their accounts, such as payment schedules. May have moderate impact on Company's image and relationships with customers.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of formal education, training, and experience to gain knowledge, skills, and abilities equivalent to those typically possessed by a high school graduate.  Bilingual certification may be required.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities equivalent to those typically possessed by a high school graduate.  Bilingual certification may be required.
Knowledge/Experience	General knowledge of basic math and Company policies, procedures, rates, rules, and customer programs.  Entry-level position.	Broad knowledge of Company policies, procedures, rates, and rules. General knowledge of customer programs and basic math.  Typically possesses two to three years' experience resolving customer inquiries.
Testing	Test(s) Required	Test(s) Required

## Designer

**General Description:**

Develops layouts for components and systems and selects material. Prepares design drawings, calculations, and bills of material from engineering documents associated with the planning, design, construction, operation, and maintenance of the Company's building structures, generating stations, transmission system, distribution system, and telecommunication system.

Dimension	Designer 1	Designer 2	Designer 3
Job Code	DES1	DES2	DES3
Area of Responsibility	<p>Performs routine to moderately complex design assignments within a specific engineering discipline.</p> <p>May provide functional direction to Drafting Aides.</p>	<p>Performs complex design assignments within a specific engineering discipline.</p> <p>Performs tasks associated with a large project or a number of small projects.</p> <p>May lead a group and/or provide functional direction to other designers and Drafting Aides.</p>	<p>Performs complex design assignments within a specific engineering discipline.</p> <p>Performs tasks associated with a large project or number of small projects.</p> <p>Leads a team of Designers or specializes in a particular area of design work.</p> <p>Provides functional direction to other Designers and Drafting Aides.</p> <p>Provides consultation services on an as needed basis.</p>
Decision Making & Impact	Provides information and makes recommendations having minor impact to the project.	Provides information and makes recommendations having major impact to the project.	Approves design documents and design changes; and provides information and makes recommendations which typically have a major impact to the project.
Education, Certifications, and/or Licenses (Minimum Requirements)	Associate Degree or an equivalent combination of education, training, and experience.	Associate Degree or an equivalent combination of education, training, and experience.	<p>Bachelor Degree in Engineering Technology or an equivalent combination of education, training, and experience.</p> <p>Specialized education and/or certification may be required.</p>

Dimension	Designer 1	Designer 2	Designer 3
Job Code	DES1	DES2	DES3
Knowledge/Experience	<p>Broad knowledge of drafting and design practices, related engineering practices, applicable specifications, standards, codes, materials, and equipment necessary to perform routine to moderately complex design assignments for a specific discipline, installation, or service.</p> <p>Typically possesses five years of design/drafting experience or three years of design/drafting experience with an Associate degree in Engineering Technology.</p>	<p>Thorough knowledge of design practices, related engineering practices, applicable specifications, standards, codes, materials, and equipment necessary to perform complex assignments for a specific discipline and various installation types or services.</p> <p>Typically possesses eight or more years of design/drafting experience or six or more years of design/drafting experience with an Associate degree in Engineering Technology.</p>	<p><i>All</i> Advanced knowledge of design practices, related engineering practices, applicable specifications, standards, codes, materials, CADD, CATIA, and equipment necessary to perform complex assignments for a specific discipline and various installation types of services.</p> <p><i>Non-Nuclear</i> Typically possesses ten or more years of design/drafting experience or eight or more years of design/drafting experience with a Bachelor Degree in Engineering Technology.</p> <p><i>Nuclear</i> Advanced knowledge of the regulations and quality assurance requirements governing Nuclear Power Plant design and configuration control. Advanced knowledge of Nuclear Plant procedures and NRC Standards pertaining to work methods, safety issues, and errors that could impact plant operations.</p> <p>Typically possesses ten years of nuclear design/drafting experience or twelve years non-Nuclear design/drafting experience in power plant engineering, manufacturing, construction, operations or maintenance.</p>

## Drafting Technician

**General Description:**

Performs and coordinates department/division specific mapping projects. Researches and provides resource information and data for clients. Prepares drawings, performs moderate to complex calculations, provides drafting information, and designs maps for Company facilities and systems. Derives and posts codes and statistics from drawings to a department/division specific, manual, or computerized recording system. Evaluates, reviews, and develops standards, methods, and procedures for mapping systems.

Dimension	Drafting Technician 1	Drafting Technician 2	Drafting Technician 3
Job Code	DRF1	DRF2	DRF3
Area of Responsibility	<p>Utilizes computer aided and manual drafting methods to prepare outline maps, working drawings, exhibits, construction charts, and design modifications. Restores, revises, enlarges, and reduces engineering drawings.</p> <p>Resolves mapping and drafting problems with outside contractors.</p>	<p>Utilizes computer aided and manual drafting methods to prepare more complex maps, working drawings, exhibits, construction charts, and design modifications. Provides documentation to federal, state, county, and local regulatory agencies as required.</p> <p>Resolves mapping and drafting problems with outside contractors, government agencies, corporate subsidiaries, and other companies. Reviews methods and procedures for proper implementation of projects.</p> <p>Use mainframe, personal computer, calculator, and manual methods to perform calculations, legal descriptions, maps, and drawings prepared by outside contractors and others.</p> <p>Implements and assists in the design of software enhancements to computer drafting and design programs as required.</p> <p>Prepares reports for management to track and account for job flow, productivity, forecasts of activities and expenditures, production delays, and discrepancies.</p>	<p>Utilizes computer aided and manual drafting methods to prepare more complex maps, working drawings, exhibits, construction charts, and design modifications. Provides documentation to federal, state, county, and local regulatory agencies as required. Assists Drafting Technician 1&amp;2's with the resolution of more difficult mapping problems.</p> <p>Analyzes and interprets larger work orders and determines appropriate methodology required to ensure electrical facilities are correctly mapped. Determines when other supporting reference material is needed and procures same. Monitors, calculates, and posts franchise and ad valorem tax data associated with facilities, land and land rights.</p> <p>Regularly coaches, trains, and assists other technicians in the completion of their assignments. Monitors the quality assurance process for accuracy, adherence to standards, and timeliness. Frequently makes operational decisions on supervision's behalf.</p>
Decision Making & Impact			<p>Makes daily operational decisions based upon guidelines, policies, rules, and procedures, which have a major impact on map quality and minor overall impact.</p>

<b>Dimension</b>	<b>Drafting Technician 1</b>	<b>Drafting Technician 2</b>	<b>Drafting Technician 3</b>
<b>Job Code</b>	<b>DRF1</b>	<b>DRF2</b>	<b>DRF3</b>
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of formation education, training, and experience to acquire knowledge, skills, and abilities equivalent to those typically possessed by a high school graduate with college level courses in mathematics, algebra, geometry, trigonometry, and drafting.	A combination of formal education, training, and experience to acquire knowledge, skills, and abilities equivalent to those typically possessed by a high school graduate with college level courses in mathematics, algebra, geometry, trigonometry, and drafting.	Associate Degree or an equivalent combination of education, training, and experience.
Knowledge/Experience	<p>General knowledge of real estate, land rights, legal descriptions, land surveying, electrical facilities mapping standards, and civil engineering principles.</p> <p>Entry-level position.</p>	<p>Thorough knowledge of real estate, land rights, legal descriptions, land surveying, electrical facilities mapping standards, and civil engineering principles.</p> <p>Typically possesses three or more years' experience performing drafting assignments.</p>	<p>In addition to computer and manual drafting skills, has thorough knowledge of distribution mapping standards and general knowledge of transmission mapping standards. Proficient in geographical grid and index systems, analysis and interpretation of complex work order drawings, electrical facilities, and understands field construction methods and procedures. Makes frequent direct contacts with service planners, planning assistants, and other planning personnel to resolve work order problems.</p> <p>Has broad knowledge of Corporate and operational policies, procedures and practices. Proficient in the use of computer systems, Franchise, Statistical, Ad Valorem system, ATS, and PROFS. Competently acts on behalf of team leader in his/her absence. Provides reports to monitor job flow and productivity data. Capably practices the use of inter-personal skills to achieve organizational goals and has the ability to optimize available resources, prioritize and coordinate assignments.</p> <p>Typically possesses six or more years' experience performing Drafting Technician 2 assignments.</p>

## Desktop Technical Specialist

### General Description:

Provides technical support to users for desktop system software and hardware. Diagnose technical problems, take corrective actions, and/or provide dedicated support.

Dimension	Desktop Technical Specialist 1	Desktop Technical Specialist 2	Desktop Technical Specialist 3	Desktop Technical Specialist 4
Job Code	DTS1	DTS2	DTS3	DTS4
Area of Responsibility	<p>Provide first-tier “helpdesk” support to callers for PC, server, mainframe applications, network connectivity, wireless and remote access, and other supported hardware and software.</p> <p>Record and track resolved problem calls.</p> <p>Record unresolved problem calls and determine appropriate routing to next tier.</p> <p>Notify DTS2 of unusual events generating additional call volumes.</p> <p>Provide input to knowledge management documents and reference used documents in calls.</p>	<p>Provide Tier 1.5 live call support to first-tier Service Desk technicians for PC, server, mainframe applications, network connectivity, wireless and remote access, and other supported hardware and software.</p> <p>Works with Tier 2 (DTS3) and Tier3 (DTS4) on problems that extend beyond the help desk capabilities to build first-tier knowledge.</p> <p>Provides departmental support activities that include:</p> <ul style="list-style-type: none"> <li>• Updating or creating procedures</li> <li>• Maintain PC hardware and software used by the Service Desk</li> <li>• Training new technicians</li> <li>• Coordinating equipment moves on the Service Desk</li> <li>• Prepare adhoc reporting and trend analysis</li> <li>• QA analysis of first tier</li> <li>• Perform testing and analysis of operational tools</li> <li>• Monitor Service Desk Work Center in SAP</li> <li>• May assist second tier in high ticket volume situations</li> </ul>	<p>Provides second-tier support to end users for PC, server, mainframe applications, software and hardware. Sets problem resolution priorities and resolves escalated problems. May resolve problems that extend beyond the workstation such as connectivity issues between the work station and other devices.</p> <p>Provides departmental support activities that include:</p> <ul style="list-style-type: none"> <li>• resolving moderately complex problems</li> <li>• installing PC software</li> <li>• training LAN users</li> <li>• coordinating equipment moves</li> <li>• resolving problems with workgroup software and workstation hardware</li> <li>• consulting with clients to determine LAN configuration, software and hardware configuration, and appropriate use of workgroup software</li> </ul>	<p>Viewed as an expert in the area of helpdesk and desktop support. Provides third-tier support to end users and other support groups for desktop hardware and software applications. Resolves problems that occur between the desktop device and other devices/applications and assists in resolving problems in other areas of the network.</p> <p>Supports all Tiers for problem resolution and escalates problems to Product Support and Desktop Engineering as needed.</p> <p>Manages ticket workload using the corporate service management application to update work queues and problem incidents with thorough and accurate documentation within prescribed timeframes</p> <p>Contributes, reviews, and edits entries submitted for inclusion into the corporate knowledgebase.</p> <p>Proactively identifies and participates in new initiatives for the department to provide better service to users.</p> <p>Provides dedicated departmental support</p> <p>Participates in desktop technology pilot testing and training programs and provides feedback to appropriate project groups.</p>

Dimension	Desktop Technical Specialist 1	Desktop Technical Specialist 2	Desktop Technical Specialist 3	Desktop Technical Specialist 4
Job Code	DTS1	DTS2	DTS3	DTS4
		<p>Provides Service Desk Support functions including:</p> <ul style="list-style-type: none"> <li>◆ Remote installation and configuration of desktop software and core applications</li> <li>◆ Administration of SecurID tokens</li> <li>◆ Provide input to Approved Product List and Ordering website</li> </ul> <p>May participate in the evaluation of operational tools.</p>		<p>Provides guidance and recommendations to application developers with the testing, distribution, workstation configuration, and packaging of applications as requested.</p> <p>Performs training for new products and problem areas as needed for Tier Support Personnel.</p> <p>Performs new product reviews and analysis and reports problem findings to Desktop Engineering in preparation for support in production environment.</p>
Decision Making & Impact	Decisions may have a moderate impact to multiple or to an individual user.	Decisions may have a moderate impact to multiple or to an individual user.	Decisions may have moderate/major impact to multiple or individual users, which could result in productivity loss or gain.	Decisions may have major impact to multiple or individual users which could result in productivity loss or gain.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of education, training, and experience to gain knowledge and skills generally equivalent to those typically possessed by a high school graduate.	<p>Associate degree or an equivalent combination of education, training and experience.</p> <p>Certification as a Certified Network Engineer (CNE) or Certified Network Administrator (CNA) is preferred.</p>	<p>Associate degree or an equivalent combination of education, training and experience.</p> <p>MicroSoft Certified Engineer (MSCE); Certified Network Engineer (CNE)</p>	<p>Bachelor Degree in Information Systems or related field or an equivalent combination of education, training, and experience.</p> <p>MicroSoft Certified Engineer (MSCE); Certified Network Engineer (CNE)</p>
Knowledge/ Experience	<p>Broad knowledge of networks, PC operations, and client/server applications.</p> <p>Typically possesses zero to two years helpdesk or customer service experience.</p>	<p>Broad knowledge of networks, protocols, PC operations, host connectivity, and client/server application deployment strategies.</p> <p>Typically possesses two or more years experience.</p>	<p>Thorough knowledge of networks, protocols, PC operations, host connectivity, and client/server application deployment strategies.</p> <p>Thorough understanding of how products and services interface with the network, and PC operating systems.</p> <p>Typically possesses three or more years experience.</p>	<p>Thorough knowledge of networks, protocols, PC operations, host connectivity, and client/server application deployment strategies.</p> <p>Thorough understanding of how products and services interface with the network, and PC operating systems.</p> <p>Typically possesses five or more years experience.</p>

## Energy Contracts/Trading Specialist

### General Description:

Responsible for negotiating, trading, and managing wholesale energy contracts. Responsibility for the activities relating to all aspects of the purchasing and hedging of natural gas, emissions and/or power, obtaining transportation and storage services, administering and renegotiating contracts, and resolution of contract disputes. Provides management and strategic direction on issues related to physical and/or financial trading and/or contract management. At higher levels, is responsible for being the primary technical leader for a broad area of knowledge.

Dimension	Energy Contracts/Trading Specialist 1	Energy Contracts/Trading Specialist 2	Energy Contracts/Trading Specialist 3
Job Code	ECT1	ECT2	ECT3
<b>Area of Responsibility</b>	<p><b>Electricity, Natural Gas or Emissions Trading:</b> Performs moderate analysis of supply and demand conditions in electric, natural gas, emissions and other energy markets that impact SCE's positions and customers.</p> <p>Responsible for performing moderate analysis of transactions and preparing reports and working in an environment involving changing requirements and an evolving set of responsibilities.</p> <p>Responsible for preparing position and hedging presentations to corporate Officers, department and division management, section supervision, and other interested parties.</p> <p>Responsible for preparing, reviewing and reconciling electric, natural gas, and/or emissions positions to ensure timely and accurate information is used in making dispatch and market transaction decisions based on least cost dispatch principles, tracking wholesale transactions and preparing transaction reports.</p> <p>Participates in cross-functional development teams to address issues and solve problems</p> <p>Provides analytical support for CPUC compliance filings and for preparing reports for SCE's senior management on trading activities. Drafts verbiage for submission to CPUC staff for ERRA, QCR and other regulatory filings related to trading activities.</p>	<p><b>Electricity, Natural Gas or Emissions Trading:</b> Performs moderate/complex analysis of supply and demand conditions in electric, natural gas, emissions and other energy markets that impact SCE's positions and customers and makes recommendations to refine procurement strategy.</p> <p>Responsible for performing moderate/complex analysis of transactions and preparing reports and working in an environment involving changing requirements and an evolving set of responsibilities.</p> <p>Responsible for preparing position and hedging presentations to corporate Officers, department and division management, section supervision, and other interested parties.</p> <p>Responsible for preparing, reviewing and reconciling electric, natural gas, and/or emissions positions to ensure timely and accurate information is used in making dispatch and market transaction decisions based on least cost dispatch principles, tracking wholesale transactions and preparing transaction reports.</p> <p>Coordinates and participates in cross-functional development teams to address issues and solve problems within the business unit, with regulatory agencies, customers, other departments, and/or other parties as required.</p>	<p><b>Electricity, Natural Gas or Emissions Trading:</b> Performs complex analysis of supply and demand conditions in electric, natural gas, emissions and other energy markets that impact SCE's positions and customers and makes recommendations to refine procurement strategy.</p> <p>Responsible for complex performing analysis of transactions and preparing reports and working in an environment involving changing requirements and an evolving set of responsibilities.</p> <p>Develops presentations to seek management approval for new counterparties, products and transaction strategies to manage position more efficiently within all CPUC, management and counterparty credit limits.</p> <p>Reviews and reconciles electric, natural gas and or emissions positions to ensure timely and accurate information is used in making transaction decisions.</p> <p>Leads cross-functional teams and develops recommendations and provides expert consulting to address complex and unique problems that may cross organizational boundaries and/or require advanced operational knowledge to resolve.</p> <p>Drafts and finalizes verbiage, responds to data requests and interfaces with CPUC staff for ERRA, QCR and other regulatory filings related to trading activities.</p>



Dimension	Energy Contracts/Trading Specialist 1	Energy Contracts/Trading Specialist 2	Energy Contracts/Trading Specialist 3
Job Code	ECT1	ECT2	ECT3
	<p>Participates in industry forums and is knowledgeable on current products, issues and market trends.</p> <p>Develops relationships within SCE, with counterparties, and with any other required entity to resolve disputes over transactions.</p> <p><b>Electricity or Natural Gas Contracts:</b> Negotiates new, moderate wholesale energy contracts including but not limited to Power Purchase Agreements, Enabling Agreements (EEl, WSPPs, ISDAs, NAESBs, etc.), Tolling Agreements, Natural Gas Storage and Option Agreements. This includes new energy contracts, negotiating modifications to existing contracts and leading resolution of contract disputes.</p> <p>Negotiates contract language and pricing for amendments or amended and restated contracts, facilitate consents to assignments, terminations, obtain timely security deposits and performance assurance.</p> <p>Manages existing, moderate wholesale energy contracts including but not limited to Power Purchase Agreements, Enabling Agreements, Tolling Agreements, Natural Gas Storage and Option Agreements.</p> <p>Performs the contract administration and settlements tasks associated with contracts including (i) oversight of monthly settlement and payment activities with counterparties, (ii) negotiate and manage contract disputes, (iii) provide guidance to law department on ongoing disputes and dispute resolution process, and (iv) maintaining all contract-related documentation in databases.</p> <p>Develops methodologies and institutes best practices for settling contracts and developing systems to manage the complex nature of the</p>	<p>Provides analytical support for CPUC compliance filings and for preparing reports for SCE's senior management on trading activities. Drafts and finalizes verbiage for submission to CPUC staff for ERRA, QCR and other regulatory filings related to trading activities.</p> <p>Participates in industry forums and is conversant on current products, issues and market trends and how they relate to SCE's policy positions.</p> <p>Develops relationships within SCE, with counterparties, and with any other required entity to avoid disputes over transactions and resolve them if necessary.</p> <p>Mentors ECT1s and junior staff.</p> <p><b>Electricity or Natural Gas Contracts:</b> Negotiates new, moderate/complex wholesale energy contracts including but not limited to Power Purchase Agreements, Enabling Agreements (EEl, WSPPs, ISDAs, NAESBs, etc.), Tolling Agreements, Natural Gas Storage and Option Agreements. This includes participating in complex negotiations for new energy contracts, negotiating modifications to existing contracts and leading resolution of contract disputes.</p> <p>Negotiates contract language and pricing for amendments or amended and restated contracts, facilitate consents to assignments, terminations, obtain timely security deposits and performance assurance.</p> <p>Manages existing, moderate/complex wholesale energy contracts including but not limited to Power Purchase Agreements, Enabling Agreements, Tolling Agreements, Natural Gas Storage and Option Agreements.</p>	<p>Represents SCE with regulatory agencies as needed.</p> <p>Participates in industry forums and knowledgeable on current products, issues and market trends. Develops external industry relationships in order to support SCE policy goals and objectives in the marketplace.</p> <p>Develops relationships within SCE, counterparties, and any other required entity to avoid disputes over transactions and resolve them if necessary.</p> <p>Mentors ECT1s, ECT2s and junior staff.</p> <p>May support/lead the Company's efforts to create opportunities for Diverse Business Enterprises (DBEs) in power procurement.</p> <p><b>Electricity or Natural Gas Contracts:</b> Leads cross departmental teams (including Risk Control and Law) to negotiate new, highly complex wholesale energy contracts including but not limited to Power Purchase Agreements, Enabling Agreements (EEl, WSPPs, ISDAs, NAESBs, etc.), Tolling Agreements, Natural Gas Storage and Option Agreements. This includes leading complex negotiations with little to no supervision for new energy contracts, negotiating modifications to existing contracts and leading resolution of contract disputes.</p> <p>Negotiates contract language and pricing for amendments or amended and restated contracts, facilitate consents to assignments, terminations, obtain timely security deposits and performance assurance.</p> <p>Manages existing, complex wholesale energy contracts including but not limited to Power Purchase Agreements, Enabling Agreements, Tolling Agreements, Natural Gas Storage and Option Agreements.</p>

Dimension	Energy Contracts/Trading Specialist 1	Energy Contracts/Trading Specialist 2	Energy Contracts/Trading Specialist 3
Job Code	ECT1	ECT2	ECT3
	<p>transactions associated with them.</p> <p>Participates in cross-functional team to ensure systems are in place to appropriately account for the energy transaction. Develops required business relationships with counterparties to administer contracts.</p> <p>Responsible for performing moderate analysis of transactions and preparing reports and working in an environment involving changing requirements and an evolving set of responsibilities.</p> <p>Provides analytical support for CPUC compliance filings and for preparing reports for SCE's senior management on trading activities. Drafts verbiage for submission to CPUC staff for ERRA, QCR and other regulatory filings related to trading activities. Participates in conference calls regarding contracts and procurement efforts with CPUC, PRG and/or CAM as needed.</p> <p>Participates in industry forums and is knowledgeable on current products, issues and market trends.</p> <p>Develops relationships within SCE, with counterparties, and with any other required entity to administer contracts and resolve contractual disputes.</p> <p>Participates in cross-functional development teams to address issues and solve problems.</p>	<p>Performs the contract administration and settlements tasks associated with contracts including (i) oversight of monthly settlement and payment activities with counterparties, (ii) negotiate and manage contract disputes, (iii) provide guidance to law department on ongoing disputes and dispute resolution process, and (iv) maintaining all contract-related documentation in databases.</p> <p>Develops methodologies and institutes best practices for settling contracts and developing systems to manage the complex nature of the transactions associated with them.</p> <p>Coordinates and participates in cross-functional development teams to address issues and solve problems and will represent the Company with regulatory agencies, customers, other departments, and/or other parties as required.</p> <p>Responsible for performing moderate/complex analysis of transactions and preparing reports and working in an environment involving changing requirements and an evolving set of responsibilities.</p> <p>Provides analytical support for CPUC compliance filings and for preparing reports for SCE's senior management on trading activities. Drafts and finalizes verbiage for submission to CPUC staff for ERRA, QCR and other regulatory filings related to trading activities.</p> <p>Coordinates and participates in conference calls regarding contracts and procurement efforts with CPUC, PRG and/or CAM as needed.</p> <p>Participates in industry forums and is conversant on current products, issues and market trends and how they relate to SCE's policy positions.</p>	<p>Performs the contract administration and supports settlements tasks associated with contracts including (i) oversight of monthly settlement and payment activities with counterparties, (ii) negotiate and manage contract disputes, (iii) provide guidance to law department on ongoing disputes and dispute resolution process, and (iv) maintaining all contract-related documentation in databases.</p> <p>Develops methodologies and institutes best practices for settling contracts and developing systems to manage the complex nature of the transactions associated with them.</p> <p>Manages and directs cross-functional development teams to address issues and solve problems and will represent the Company with regulatory agencies, customers, other departments, and/or other parties as required.</p> <p>Responsible for performing complex analysis of transactions and preparing reports and working in an environment involving changing requirements and an evolving set of responsibilities.</p> <p>Drafts and finalizes verbiage for ERRA and other regulatory filings (such as Advice letter filings and rulemakings) regarding contracting and procurement activities.</p> <p>Leads and participates in conference calls regarding contracts and procurement efforts with CPUC, PRG and/or CAM as needed. Interfaces with Independent Evaluator.</p> <p>Participates in industry forums and is knowledgeable on current products, issues and market trends. Develops external industry relationships in order to support SCE policy goals and objectives in the marketplace.</p> <p>Develops relationships within SCE, with counterparties, and with any other required</p>

Dimension	Energy Contracts/Trading Specialist 1	Energy Contracts/Trading Specialist 2	Energy Contracts/Trading Specialist 3
Job Code	ECT1	ECT2	ECT3
		<p>Develops relationships within SCE, with counterparties, and with any other required entity to administer contracts, avoid contractual disputes and resolve them if necessary.</p> <p>Coordinates and participates in cross-functional development teams to address issues and solve problems within the business unit, with regulatory agencies, customers, other departments, and/or other parties as required.</p> <p>Mentors ECT1s and junior staff.</p>	<p>entity to administer contracts, avoid contractual disputes and resolve them if necessary.</p> <p>Leads cross-functional teams and develops recommendations and provides expert consulting to address complex and unique problems that may cross organizational boundaries and/or require advanced operational knowledge to resolve.</p> <p>Mentors ECT1s, ECT2s and junior staff.</p>
<p><b>Decision Making &amp; Impact</b></p>	<p>Executes moderate electric, natural gas and emissions transactions, bilaterally and through voice and electronic brokerages and exchanges.</p> <p>Performs risk management functions to ensure all transactions are within CPUC and management limits.</p> <p>Provides input to making operational decisions regarding establishing and changing scope, policies, developments and implementation of energy procurement.</p> <p>Identifies and manages resolution of daily/routine issues. Participates in projects such as solicitations, special task forces, or initiatives.</p> <p>Implements procurement strategy based on least cost/best fit methodology.</p> <p>Participates on specialized operational projects, tasks or work groups to solve operational problems.</p>	<p>Executes moderate/complex electric, natural gas and emissions transactions, bilaterally and through voice and electronic brokerages and exchanges.</p> <p>Performs risk management functions to ensure all transactions are within CPUC and management limits.</p> <p>Provides input and contributes to making strategic decisions regarding establishing and changing scope, policies, developments and implementation of energy procurement.</p> <p>Identifies and manages resolution of moderate/complex issues. Plays significant role in managing major projects such as solicitations, special task forces, or initiatives.</p> <p>Contributes to the development and/or implements procurement strategy based on least cost/best fit methodology.</p> <p>Participates on and coordinates specialized operational projects, tasks or work groups to solve critical operational problems.</p>	<p>Executes highly complex electric, natural gas and emissions transactions including linked transactions, spreads, and derivatives, bilaterally and through voice and electronic brokerages and exchanges.</p> <p>Performs risk management functions to ensure all transactions are within CPUC and management limits.</p> <p>Provides direction regarding establishing and changing scope, policies, developments and implementation of energy procurement.</p> <p>Identifies and manages resolution of complex issues. Performs leadership role in managing complex projects such as solicitations, special task forces, or initiatives.</p> <p>Develops and/or implements procurement strategy based on least cost/best fit methodology.</p> <p>Supervises, implements, and/or leads major specialized operational projects, tasks or work groups to solve critical operational problems. Negotiates with management to obtain resources and finalize implementation schedules.</p>

<b>Dimension</b>	<b>Energy Contracts/Trading Specialist 1</b>	<b>Energy Contracts/Trading Specialist 2</b>	<b>Energy Contracts/Trading Specialist 3</b>
<b>Job Code</b>	<b>ECT1</b>	<b>ECT2</b>	<b>ECT3</b>
			Meets with senior level managers, executives and regulators to explain and recommend strategy improvements to methods, tools, processes and products.
<b>Education, Certifications, and/or Licenses (Minimum Requirements)</b>	Bachelor Degree in Engineering, business, or technical discipline or an equivalent combination of education, training, and experience.	Bachelor Degree in Engineering, business, or technical discipline or an equivalent combination of education, training, and experience.	Bachelor Degree in Engineering, business, or technical discipline is required or an equivalent combination of education, training, and experience.
<b>Knowledge/Experience</b>	<p>Basic knowledge of Company and department policies, objectives, strategies, goals, applicable governmental and regulatory laws and requirements, and accounting and budgeting practices.</p> <p>Typically possesses limited experience in functions related to trading and/or contract negotiation/management.</p>	<p>Broad knowledge of Company and department policies, objectives, strategies, goals, applicable governmental and regulatory laws and requirements, and accounting and budgeting practices.</p> <p>Typically possesses five or more years of experience in functions related to trading and/or contract negotiation/management, or function being managed plus two or more years of supervisory or program management experience.</p>	<p>Thorough knowledge of Company and department policies, objectives, strategies, goals, applicable governmental and regulatory laws and requirements, and accounting and budgeting practices.</p> <p>Typically possesses seven or more years of experience in functions related to trading and/or contract negotiation/management, or function being managed plus five or more years of supervisory or program management experience.</p>

## Engineering Manager

**General Description:**

Responsible for an engineering organization involved with major Company engineering activities. Establishes and develops engineering objectives and plans. Manages and allocates financial and employee resources. Provides leadership to engineering staff including counseling, training and development of employees and technical competencies, salary administration, selection and/or approval of selected personnel, affirmative action, equal opportunity, and disciplinary action.

Dimension	Engineering Manager 1	Engineering Manager 2
Job Code	EMG1	EMG2
Area of Responsibility	<p>Manages engineering functions which have operational or financial impact on a specific organizational unit or the Company. Staff generally consists of Engineers.</p> <p>Concerned with workflow, departmental issues, allocating financial/employee resources, and daily transactions.</p> <p>Manages a small or large staff focused on an engineering discipline.</p> <p>Develops short- and mid-term engineering business plans and objectives for the organization, and contributes to the development of departmental business plans and corporate objectives.</p> <p>Monthly contact with senior management.</p> <p>Weekly contact with all levels of management within a specific organization.</p> <p>Provides recommendations regarding specific engineering work activities relative to organizational short- and long-range objectives.</p> <p>Manages and coordinates engineering business activities according to established policies and procedures.</p>	<p>Manages engineering functions which have operational or financial impact on the Company. Staff generally consists of lead senior engineers who manage Engineers.</p> <p>Balances day-to-day engineering operations and Company and Grid compliance policies with strategic planning.</p> <p>Manages financial and employee resources, with significant organizational impact on technical subject matters. Ensures that engineering strategies from high-level management are carried out.</p> <p>Develops medium- to long-term engineering business plans and objectives for the organization, and contributes to the development of departmental business plans and corporate objectives.</p> <p>Monthly contact with senior management. Provides engineering information and persuades in setting strategic direction.</p> <p>Weekly contact with inter- and intra-department managers and supervisors.</p> <p>May act for department head or division manager in his/her absence.</p>

<b>Dimension</b>	<b>Engineering Manager 1</b>	<b>Engineering Manager 2</b>
<b>Job Code</b>	<b>EMG1</b>	<b>EMG2</b>
Decision Making & Impact	<p>Provides direction on specific engineering disciplines and principles to the Company. Makes decisions on key engineering activities which have a direct impact on the department, division, or region; indirect impact on other departments and/or the Company.</p> <p>Decisions are made as required on daily engineering issues, with short-term predictable recovery.</p>	<p>Provides direction on core engineering disciplines and principles to the Company. Makes decisions on key engineering activities which have a direct impact on the department, division, or region; indirect impact on other departments and/or the Company.</p> <p>Decisions are made frequently on key engineering issues with medium- to long-term risk implications (e.g. safety risk, system reliability, cost recovery).</p> <p>Provide recommendations and obtain direction and approval from executive management on key strategic technical issues.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Engineering or technical discipline or an equivalent combination of education, training, and experience.	<p>Bachelor Degree in Engineering or technical discipline or an equivalent combination of education, training, and experience.</p> <p>Graduate degree may be required in certain professional areas.</p>
Knowledge/Experience	<p>Knowledge of Company and engineering policies, objectives, strategies, and goals; applicable governmental laws and regulations.</p> <p>Typically possesses zero to five years' supervising experience or seven or more years performing in function to be managed.</p>	<p>Broad knowledge of Company and engineering policies, objectives, strategies, and goals; applicable governmental laws and regulations.</p> <p>Typically possesses five or more years managing or supervising an organization or unit.</p>

## Engineering Manager - Factor Matrix

Factor	Engineering Manager 1	Engineering Manager 2
<p>Planning</p>	<ul style="list-style-type: none"> <li>• Knowledgeable about daily transactions but doesn't get involved with routine transactions (exception rather than the rule).</li> <li>• Involved in medium-term planning—about 1-2 months (how can I make my operation run more efficiently)?</li> <li>• Allocates workforce/ resources.</li> <li>• Deals with overall department issues but not an emphasis on operations. May get involved in some strategic planning (more exception than the rule).</li> <li>• Concerned with daily operational workflow.</li> </ul> <p><u>Examples</u></p> <p><i>Engineering Manager 1 takes a look at (1) the resource allocation in his/her department, (2) issues that are coming up, and (3) what can be done to resolve these issues? Then he/she develops the appropriate policy or response for the issue.</i></p>	<ul style="list-style-type: none"> <li>• Balance between day to day operational execution and longer term strategic planning. Is informed of daily transactions and responsible for work group activities.</li> </ul> <p><u>Examples</u></p> <ul style="list-style-type: none"> <li>• <i>Engineering Manager 2 is aware of engineering staff activities performance. Direct supervision of engineers is generally managed by a lead senior engineer. The Engineering Manager 2 assists senior management in developing planning strategy and responsible for executing on the plan. The Engineering Manager 2 must be able to manage an operational plan while developing future plans that incorporate continuous improvements.</i></li> </ul>
<p>Contacts/Nature of Contacts</p>	<ul style="list-style-type: none"> <li>• Works with other middle managers. Some exposure to senior management at the corporate level.</li> <li>• Wields a great deal of influence and provides information with a broad perspective.</li> <li>• May work with peers on monitoring the flow of processes, but not the intricate detail.</li> </ul>	<ul style="list-style-type: none"> <li>• Periodic (at least monthly) interaction with senior management and executive management.</li> <li>• Provides information and perspective on range of operational and strategic issues. Persuades and builds consensus amongst key stakeholders.</li> <li>• Regular interactions with other middle managers and engineering staff.</li> </ul>

Factor	Engineering Manager 1	Engineering Manager 2
Organizational Impact/Impact of Errors	<ul style="list-style-type: none"> <li>• Broad engineering departmental impact.</li> <li>• Impact is transactional but really focuses on overall effectiveness on daily operation.</li> <li>• Errors are still correctable and won't have lasting effects on the Company.</li> </ul> <p><i>Example</i></p> <ul style="list-style-type: none"> <li>• <i>An Engineering Manager 1 focuses on general issue resolution an implementation of strategies. On an individual issue, recovery for an error can usually be made quickly, unless the underlying strategy is not sound.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Works with core engineering principles of the industry. Decisions result in significant mid- to long-term impacts to the company.</li> <li>• Engineering Manager 2 works to improve the effectiveness of operations, and assist in the development of strategies to continuous improve organizational performance.</li> <li>• Decisions have significant implications over broad areas and require specific technical expertise and due diligence.</li> </ul> <p><i>Example</i></p> <ul style="list-style-type: none"> <li>• <i>An Engineering Manager 2 leading a major operation (e.g. engineering a substation) could result in immediate consequences that cannot be resolved in a short timeframe resulting in significant costs to the company</i></li> </ul>
Scope/Focus	<ul style="list-style-type: none"> <li>• Scope of work generally includes a specific technical area (e.g. system protection, distribution apparatus, system planning) with activities across the service area.</li> <li>• Focus is mainly project related and organizational.</li> </ul> <p><i>Example</i></p> <ul style="list-style-type: none"> <li>• <i>Managing an engineering department and its programs is somewhat broader in scope.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Scope of work generally includes a specific technical area (e.g. system protection, distribution apparatus, system planning) with activities across the service area.</li> <li>• Focus is mainly project related and organizational, generally requires developing strategies for continuous improvement.</li> <li>• Works through supervisors or through senior level professionals. Staff under them have geographic or specific technical scope. Mentors and coaches supervisors on leadership and business acumen.</li> </ul> <p><i>Example</i></p> <ul style="list-style-type: none"> <li>• <i>An Engineering Manager 2 is responsible for the overall performance of the group while directing the lead senior engineers to accomplish through their staff engineers project specific tasks</i></li> </ul>
Accountability	<ul style="list-style-type: none"> <li>• Has large staff or could have smaller staff</li> </ul>	<ul style="list-style-type: none"> <li>• Typically manages a team of engineers</li> </ul>



Factor	Engineering Manager 1	Engineering Manager 2
<p>Resources Managed</p> <p>Range of Accountability</p>	<p>focused on specific engineering discipline.</p> <ul style="list-style-type: none"> <li>• Has budget responsibility and considerable leeway of what to do with budget.</li> <li>• Concerned about how the operation does on a whole.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>Engineering Manager 1 develops action plans to address the issues that arise during general operations.</i></li> </ul>	<p>responsible for a key technical function and/or geographical area.</p> <ul style="list-style-type: none"> <li>• Generally leads an organization with major projects and activities with major projects and activities with significant budget.</li> <li>• Accountable and responsible for managing budgets, schedules, quality, and performance,</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>Engineering Manager 2 looks at action plans to address issues that may arise, while also proactively questioning: “What will be the issues that will come up in the future, and how can we structure ourselves to prevent problems? What impact will this have on an organizational and Company-wide?”</i></li> </ul>
<p>Leadership Role</p> <p>Level of Involvement</p> <p>Staff Supervised</p>	<ul style="list-style-type: none"> <li>• Can be a technical and people leader, but his/her role is more advisory or coaching others.</li> <li>• Person who has a good understanding of the engineering issues.</li> <li>• Will become hands on for complex issues and is technically sound enough to be hands on.</li> <li>• Staff may be entry- to senior-level professionals. Perhaps working with staff on broader direction.</li> </ul> <p><u>Examples</u></p> <ul style="list-style-type: none"> <li>• <i>An Engineering Manager 1 may lead on the more difficult issues, but the administration is left to staff to administer and manage, providing only broad direction.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Operational and strategic leader for core engineering activities</li> <li>• Advisor to senior management.</li> <li>• Broad view of operations and focus on improvement on operational effectiveness.</li> <li>• Staff consists of engineering supervisors and/or senior-level engineering professionals (ENG4, ENG5, MPP2) dealing with complex engineering issues with strategic implications.</li> </ul> <p><u>Examples</u></p> <ul style="list-style-type: none"> <li>• <i>Engineering Manager 2 provides engineering judgment and, act as a consultant or high-level advisor to senior organizational unit managers.</i></li> <li>• <i>Engineering Manager 2 asks: “What business segments should we be focusing on or addressing”?</i></li> </ul>

## Energy Markets Specialist

### General Description:

Develop valuation methodologies, market optimization analysis or market bidding strategies to ensure customer savings. Reviews and assesses impacts of changing regulations. Develops and analyzes data and writes compelling testimony and responses to regulatory agencies in support of energy procurement activities. Responsible for managing the development and implementation of projects by directing the design, evaluation, analysis, and recommendation of a solution that satisfies energy procurement objectives and satisfies regulatory requirements.

Dimension	Energy Markets Specialist 1	Energy Markets Specialist 2	Energy Markets Specialist 3	Energy Markets Specialist 4	Energy Markets Specialist 5
Job Code	EMS1	EMS2	EMS3	EMS4	EMS5
Area of Responsibility	<p>Gathers, documents, analyzes and draws conclusions on data and information.</p> <p>Assists in planning analyses, presentation media/materials, and implementation strategies for a portion of a less complex analysis. Supports implementation of recommendations.</p> <p>Prepares preparation of presentation materials and may develop some materials. Supports presentations given by other analysts and supervisors.</p> <p>Knowledgeable about sources of data and resources available to access information.</p> <p>Performs quantitative forecasting, modeling and analysis, to produce data to support power procurement transactions, hedging, position management, bidding and resource</p>	<p>Gathers, documents, analyzes, and draws conclusions on data and information.</p> <p>Plans or assists in planning analyses, presentations, and implementation strategies for a less complex analysis or for a portion of a complex analysis. May be responsible for implementation of selected recommendations.</p> <p>Develops and makes presentations to department and division management, section supervision, and other interested parties and/or participates in presentations by other analysts, supervisors, and management.</p> <p>Knowledgeable about sources of data and resources available to access information. Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Operates, tests and maintains quantitative forecasting, modeling and</p>	<p>Acts as a consultant to other organizations or departments. Interacts with all levels of management.</p> <p>Plans all aspects of analyses, presentations, and implementation strategies for either a portion of, or a complete and complex analysis. Usually responsible for implementation of selected recommendations.</p> <p>Develops, reviews drafts of, and assists or makes presentations to department and division management, section supervision, and other interested parties and/or participates in presentations by other analysts, supervisors, and management.</p> <p>Advanced knowledge of sources of data and resources available to access information. Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Operates, tests, maintains, and expands quantitative</p>	<p>Acts as a consultant to Corporate Officers, department and division management, and organizations. Interacts regularly with all levels of management.</p> <p>Plans all aspects of analyses, presentations, and implementation strategies for either a portion of, or a complete and complex analysis, often of moderate or major significance and/or risk to the organization. Responsible for implementation of selected recommendations.</p> <p>Develops, reviews drafts of, and assists or makes presentations to executive, department and division management, section supervision, and other interested parties and/or participates in presentations by other analysts, supervisors, and management.</p> <p>Expert in sources of data and resources available to access information. Accountable for the accuracy and integrity of</p>	<p>Regularly acts as a consultant to Corporate Officers, department and division management, and organizations. Interacts regularly with all levels of management.</p> <p>Plans all aspects of analyses, presentations, and implementation strategies for either a portion of, or a complete and complex analysis, often of major significance and/or risk to the Company. Responsible for implementation of selected recommendations.</p> <p>Develops, reviews drafts of, and assists or makes presentations to corporate officers, executive, department and division management, section supervision, and other interested parties.</p> <p>Expert in sources of data and resources available to access information. Accountable for the accuracy and integrity of findings and recommendations.</p> <p>Operates, tests, maintains,</p>

<b>Dimension</b>	<b>Energy Markets Specialist 1</b>	<b>Energy Markets Specialist 2</b>	<b>Energy Markets Specialist 3</b>	<b>Energy Markets Specialist 4</b>	<b>Energy Markets Specialist 5</b>
<b>Job Code</b>	<b>EMS1</b>	<b>EMS2</b>	<b>EMS3</b>	<b>EMS4</b>	<b>EMS5</b>
	<p>optimization in energy markets.</p> <p>Work is generally reviewed and approved.</p> <p>Contacts are primarily within own organizational unit.</p> <p>Performs analytical tasks associated with small projects.</p> <p>Assists in the analysis of supply and demand conditions in electric, natural gas, emissions and other energy markets, production cost modeling, power system modeling and simulation that impact SCE's positions and customers, and makes recommendations to refine market optimization and procurement strategies.</p>	<p>analysis tools, to produce data and analysis to support power procurement transactions, hedging, position management, regulatory reporting, bidding and resource optimization in energy markets.</p> <p>Work is generally reviewed and approved.</p> <p>Some contact with other organizational units, departments, regulators, and standards/rules setting bodies.</p> <p>Performs analytical tasks associated with a large project or a number of small projects.</p> <p>Performs moderately complex analysis of supply and demand conditions in electric, natural gas, emissions and other energy markets, production cost modeling, power system modeling and simulation that impact SCE's positions and customers, and makes recommendations to refine market optimization and procurement strategies.</p>	<p>forecasting, modeling and analysis tools, to produce data to support power procurement transactions, hedging, position management, regulatory reporting, bidding and resource optimization in energy markets.</p> <p>Reviews the work of junior staff. May provide functional direction to other analysts and support personnel.</p> <p>Regular contact with other organizational units, departments, regulators, and standards/rules setting bodies dealing with moderately complex issues.</p> <p>Directs or performs analytical tasks associated with a critical or analytical project or a number of small projects with many complex features.</p> <p>Performs moderate to complex analysis of supply and demand conditions in electric, natural gas, emissions and other energy markets, production cost modeling, power system modeling and simulation that impact SCE's positions and customers, and makes recommendations to refine market optimization and procurement strategies.</p> <p>Manages and directs cross-</p>	<p>findings and recommendations.</p> <p>Operates, tests, maintains, expands, and develops quantitative forecasting, modeling and analysis tools, to produce data to support power procurement transactions, hedging, position management, regulatory reporting, bidding and resource optimization in energy markets.</p> <p>Reviews and approves the work of junior staff. Provides functional direction to other analysts and support personnel.</p> <p>Regular contact with other organizational units, departments, regulators, and standards/rules setting bodies dealing with complex issues.</p> <p>Directs or performs analytical tasks associated with a critical or analytical project or a number of small to large projects with many complex features.</p> <p>Performs complex analysis of supply and demand conditions in electric, natural gas, emissions and other energy markets, production cost modeling, power system modeling and simulation that impact SCE's positions and</p>	<p>expands, and develops quantitative forecasting, state-of-the-art modeling and analysis tools, to produce and review data to support power procurement transactions, hedging, position management, regulatory reporting, bidding and resource optimization in energy markets.</p> <p>Reviews and approves the work of staff. Provides functional direction to other analysts and support personnel. Provides leadership to the functional group in the absence of the group's manager.</p> <p>Weekly/daily contact with executive management, other organizational units, department heads, regulators, and standards/rules setting bodies dealing with highly complex issues.</p> <p>Directs, performs, or reviews analytical tasks associated with a critical or analytical project or a number of small to large projects with many complex features.</p> <p>Performs complex analysis of supply and demand conditions in electric, natural gas, emissions and other energy markets, production cost modeling,</p>

Dimension	Energy Markets Specialist 1	Energy Markets Specialist 2	Energy Markets Specialist 3	Energy Markets Specialist 4	Energy Markets Specialist 5
Job Code	EMS1	EMS2	EMS3	EMS4	EMS5
			<p>functional development teams to address issues and solve problems. Accomplishes objectives through professionals who exercise significant judgment.</p> <p>Manages the evaluation, development, and implementation of operational and business process projects that have minor to moderate financial or operational impact to the organization and affect specific business operations and processes.</p> <p>Projects typically have minor to moderate organization wide impact. Ensures projects are completed on schedule.</p> <p>Identifies and manages resolution of major or complex issues. Issues typically have an established precedence.</p> <p>May serve as senior staff expert for the organization in a specific area of responsibility.</p> <p>Supports preparation of comments, reply comments, and testimony in support of new energy market rules and regulations.</p> <p>Collaborates with IT personnel, consultants and vendors in developing</p>	<p>customers, and makes recommendations to refine market optimization and procurement strategies.</p> <p>Manages and directs cross-functional development teams to address issues and solve problems. Accomplishes objectives through professionals who exercise significant judgment.</p> <p>Manages the evaluation, development, and implementation of broad operational and business process projects that have moderate to major financial or operational impact to the organization and affect specific business operations and processes.</p> <p>Projects typically have moderate to major organization wide impact. Ensures projects are completed on schedule and within budget. Makes strategic decisions regarding establishing and changing project direction. Develops specific operational plans based on broad concepts developed at higher levels of management.</p> <p>Identifies and manages resolution of major or complex issues. Issues typically do not have an established precedence.</p>	<p>power system modeling and simulation that impact SCE's positions and customers, and makes recommendations to refine market optimization and procurement strategies.</p> <p>Manages, directs, and provides leadership to cross-functional development teams to address strategic issues and solve problems. Accomplishes objectives through professionals who exercise significant judgment.</p> <p>Manages the evaluation, development, and implementation of major operational and business process projects that have major financial or operational impact to the organization and affect specific business operations and processes.</p> <p>Projects are long term in nature and typically have major impact on key organization and Company objectives. Ensures projects are completed on schedule and within budget. Makes strategic decisions regarding establishing and changing project direction. Develops specific operational plans based on broad concepts developed at higher levels of management. Develops core business concepts and</p>

Dimension	Energy Markets Specialist 1	Energy Markets Specialist 2	Energy Markets Specialist 3	Energy Markets Specialist 4	Energy Markets Specialist 5
Job Code	EMS1	EMS2	EMS3	EMS4	EMS5
			<p>analytical tools and analysis for procurement activities.</p>	<p>Serves as senior staff expert for the organization in a specific area of responsibility.</p> <p>Contributes to the development of strategic plans and objectives for the organization.</p> <p>Drafts and finalizes testimony and interfaces with CAISO and CPUC staff in support of new energy market rules and regulatory proceedings. May serve as an expert witness in regulatory hearings.</p> <p>In depth understanding of highly complex structured wholesale energy contracts, retail demand, behind-the-meter Distributed Generation, Demand Response and Energy Efficiency programs and how they participate in energy markets, or in depth understand of highly complex models and modeling techniques of power system and energy markets. Able to develop complex valuation methodologies, market optimization analysis or market bidding strategies to ensure customer savings.</p> <p>Understanding of commodity markets including derivatives and vanilla products and their use as hedging instruments</p>	<p>strategic initiatives that have major impact on the entire organization.</p> <p>Identifies and manages resolution of major or complex issues. Issues typically do not have an established precedence for resolution. Ensures integration and consistency of multiple projects and initiatives. Issues typically require innovative or leading edge solutions.</p> <p>Serves as senior staff expert for the organization in a specific area of responsibility.</p> <p>Develops long-term business plans, objectives, and initiatives for the organization and assists in the development of initiatives for corporate strategic plans and objectives.</p> <p>Drafts and finalizes testimony, and interfaces with CAISO and CPUC staff, in support of new energy market rules and regulatory proceedings. May serve as an expert witness in regulatory hearings.</p> <p>Broad industry-wide expertise of highly complex structured wholesale energy contracts, retail demand, behind-the-meter</p>

Dimension	Energy Markets Specialist 1	Energy Markets Specialist 2	Energy Markets Specialist 3	Energy Markets Specialist 4	Energy Markets Specialist 5
Job Code	EMS1	EMS2	EMS3	EMS4	EMS5
				<p>and in developing risk management strategies.</p> <p>Collaborates with IT personnel, consultants and vendors in developing analytical tools and analysis for procurement activities. Independently vets/validates consultant methodology and provides feedback to internal and external stakeholders. Manages ongoing relationships with IT to maintain and improve existing systems and analytic tools.</p>	<p>Distributed Generation, Demand Response and Energy Efficiency programs and how they participate in energy markets, or in depth understanding of highly complex models and modeling techniques of power system and energy markets. Able to develop complex valuation methodologies, market optimization analysis or market bidding strategies to ensure customer savings. Understanding of commodity markets including derivatives and vanilla products and their use as hedging instruments and in developing risk management strategies.</p> <p>Collaborates with IT personnel, consultants and vendors in developing analytical tools and analysis for procurement activities. Independently vets/validates consultant methodology and provides feedback to internal and external stakeholders. Manages ongoing relationships with IT to maintain and improve existing systems and analytic tools.</p> <p>Determines the need and develops a business case for quantitative forecasting, production cost modeling, power system modeling and analysis, and resource optimization in energy</p>

<b>Dimension</b>	<b>Energy Markets Specialist 1</b>	<b>Energy Markets Specialist 2</b>	<b>Energy Markets Specialist 3</b>	<b>Energy Markets Specialist 4</b>	<b>Energy Markets Specialist 5</b>
<b>Job Code</b>	<b>EMS1</b>	<b>EMS2</b>	<b>EMS3</b>	<b>EMS4</b>	<b>EMS5</b>
					markets to produce data to support power procurement, hedging energy market activities and reporting functions. Works with internal/external stakeholders to justify, construct and deploy the solutions.
<b>Decision Making &amp; Impact</b>	<p>May determine models/formulas to apply.</p> <p>Provides advice and recommendations on decisions having minor impact on a department or the Company.</p>	<p>Determines models/formulas to apply.</p> <p>Influential on final decisions. May make final decisions, consistent with organizational authorization levels, having minor or moderate impact on a department or the Company.</p>	<p>Determines the need for analysis in response to changing business conditions and the appropriate model/formulas to apply.</p> <p>Influential on final decisions. May make final decisions, consistent with organizational authorization levels, having moderate to major departmental/Company impact.</p> <p>Provides direction and makes strategic decisions regarding changing project/product scope, policy, development, and implementation.</p> <p>Performs evaluation on issues that have a moderate impact on the department, other departments, and the Company.</p> <p>Decisions are made frequently on immediate business issues with limited opportunity for reversal. Provides guidance and</p>	<p>Determines the need for moderately complex analysis in response to changing business conditions and the appropriate model/formulas to apply.</p> <p>Highly influential on final decisions. May make final decisions, consistent with organizational authorization levels, having moderate to major departmental/Company impact.</p> <p>Provides direction and makes strategic decisions regarding changing project/product scope, policy, development, and implementation.</p> <p>Performs evaluation on issues that have a moderate to major impact on the department, other departments, and the Company.</p> <p>Decisions are made frequently on short- and long-range issues with focus on long-range strategic issues.</p>	<p>Determines the need for complex analysis in response to changing business conditions and the appropriate model/formulas to apply.</p> <p>Highly influential on final decisions. May make final decisions, consistent with organizational authorization levels, having major departmental/Company impact.</p> <p>Provides direction and makes strategic decisions regarding changing project/product scope, policy, development, and implementation.</p> <p>Performs evaluation on issues that have a major impact on the department, other departments, and the Company.</p> <p>Decisions are made frequently on short- and long-range issues and may take years to recover.</p> <p>Decisions may impact the entire Company—a fundamental impact on how the Company operates—and</p>

<b>Dimension</b>	<b>Energy Markets Specialist 1</b>	<b>Energy Markets Specialist 2</b>	<b>Energy Markets Specialist 3</b>	<b>Energy Markets Specialist 4</b>	<b>Energy Markets Specialist 5</b>
<b>Job Code</b>	<b>EMS1</b>	<b>EMS2</b>	<b>EMS3</b>	<b>EMS4</b>	<b>EMS5</b>
			direction on short and long-range issues.	<p>Decisions may impact the organizational unit—a fundamental impact on how the organization operates—and is long term in nature.</p> <p>Interacts with senior and executive management. Not only provides information or analysis, but works with executives in making decision or influencing strategic direction at a high level.</p> <p>Impact not only affects specific strategies but broader organization philosophies.</p> <p>Provides technical leadership or recommendations that typically have a moderate to major impact on the Company.</p>	<p>is long term in nature.</p> <p>Interacts with corporate officers. Not only provides information or analysis, but works with officers in making decision or influencing strategic direction at a high level.</p> <p>Organizational impact not only affects specific strategies but broader Company philosophies</p> <p>Provides technical leadership or recommendations that typically have a major impact on the Company.</p> <p>Responsible for final decisions.</p>
<p>Education, Certifications, and/or Licenses (Minimum Requirements)</p>	<p>Bachelor Degree in Engineering, Economics, Statistics, Mathematics, Business, or Technical Discipline or an equivalent combination of education, training, and experience.</p> <p>Some areas may require specific degrees.</p>	<p>Bachelor Degree in Engineering, Economics, Statistics, Mathematics, Business, or Technical Discipline or an equivalent combination of education, training, and experience.</p> <p>Some areas may require specific degrees.</p>	<p>Bachelor Degree in Engineering, Economics, Statistics, Mathematics, Business, or Technical Discipline or an equivalent combination of education, training, and experience.</p> <p>Some areas may require specific degrees.</p> <p>Graduate Degree may be required in certain professional areas.</p>	<p>Bachelor Degree in Engineering, Economics, Statistics, Mathematics, Business, or Technical Discipline or an equivalent combination of education, training, and experience.</p> <p>Some areas may require specific degrees.</p> <p>Graduate Degree may be required in certain professional areas.</p>	<p>Bachelor Degree in Engineering, Economics, Statistics, Mathematics, Business, or Technical Discipline or an equivalent combination of education, training, and experience.</p> <p>Some areas may require specific degrees.</p> <p>Graduate Degree may be required in certain professional areas.</p>



<b>Dimension</b>	<b>Energy Markets Specialist 1</b>	<b>Energy Markets Specialist 2</b>	<b>Energy Markets Specialist 3</b>	<b>Energy Markets Specialist 4</b>	<b>Energy Markets Specialist 5</b>
<b>Job Code</b>	<b>EMS1</b>	<b>EMS2</b>	<b>EMS3</b>	<b>EMS4</b>	<b>EMS5</b>
Knowledge/Experience	<p>Basic knowledge and experience of activities associated with the job responsibilities.</p> <p>Typically possesses from zero to three or more years of experience in field of analysis.</p> <p>Understands the basic structure and products of power markets.</p>	<p>Thorough knowledge and experience of activities associated with the job responsibilities.</p> <p>Typically possesses three or more years of experience in field of analysis.</p> <p>General knowledge and experience with regulatory policies, methods, and practices necessary to perform routine and moderately complex assignments.</p> <p>Understands the basic structure and products of power markets and the related regulatory requirements that govern SCE's participation in them.</p>	<p>Thorough knowledge and experience of activities associated with the job responsibilities.</p> <p>Typically possesses six or more years of experience in field of analysis.</p> <p>Broad knowledge and experience with regulatory policies, methods, and practices necessary to perform complex assignments.</p> <p>Demonstrates a broad understanding of power markets and the related regulatory requirements that govern SCE's participation in them by assisting strategy development to increase the value of SCE resources and lower customer costs.</p> <p>Specialized understanding of area.</p>	<p>Thorough knowledge of Company's business and extensive experience with activities associated with the job responsibilities</p> <p>Typically possesses eight or more years of experience in field of analysis.</p> <p>Thorough knowledge and experience with regulatory policies, methods, and advanced planning/engineering principles necessary to perform very complex or unique assignments.</p> <p>Demonstrates an advanced understanding of power markets and the related regulatory requirements that govern SCE's participation in them by leading strategy development to increase the value of SCE resources and lower customer costs.</p> <p>Highly specialized or technical expertise in this field.</p>	<p>Thorough knowledge of Company's business, its varied disciplines and department policies, objectives, strategies, and goals; deep understanding of applicable governmental laws and regulations.</p> <p>Typically possesses ten or more years of experience in field of analysis.</p> <p>Advanced knowledge and experience with regulatory policies, methods, and advanced planning/engineering principles. Recognized internally and externally as an expert in the field. Able to perform a variety of very specialized, unique or complex assignments that require extensive analysis and research.</p> <p>Demonstrates an advanced understanding of power markets and the related regulatory requirements that govern SCE's participation in them by leading strategy development to increase the value of SCE resources and lower customer costs.</p> <p>Highly specialized or technical expertise in this field. Limited number of personnel available in industry with knowledge and abilities.</p>

## Energy Advisor

**General Description:**

Evaluates and resolves customer inquiries, issues, and problems, and ensures that appropriate action is taken to the satisfaction of the customer, Company, and/or CPUC in compliance with policies, procedures, tariff rules and rates. Serves as the primary contact for customers and provides recommendations for energy usage and solutions.

Dimension	Energy Advisor 1	Energy Advisor 2
Job Code	ENA1	ENA2
Area of Responsibility	<p>Typically via telephone or email provides a first level review and resolution of customer inquiries/issues related to SCE bills, products and services.</p> <p>Frequent contact with Company personnel to obtain information and resolve customer concerns. Uses customer data, information about energy solutions, and industry expertise to educate customers on energy solutions in addition to resolving a variety of customer inquiries related to their account with SCE.</p> <p>Responsible for assisting customers to understand the complexities of energy management and guide them to the appropriate mix of solutions available.</p> <p>Handles complex calls such as explaining interval usage, identifying usage patterns and discussing energy solutions and products (i.e. Budget Assistant, SDP, Save Power Day (PTR), Energy Efficiency etc.) with customers.</p> <p>Knowledge of Plug-In-Electric Vehicles (PEV), Net Energy Metering (NEM), as well as Time of Use (TOU) rates for customers.</p>	<p>Reviews and resolves customer issues, often at the CPUC level, of an unusual or complex nature.</p> <p>Contacts customers, vendors, and/or internal stakeholders to advise and obtain information.</p> <p>Uses customer data, information about energy solutions, and industry expertise to educate customers on energy solutions in addition to resolving a variety of customer inquiries related to their account with SCE.</p> <p><b>May provide functional direction to other customer Energy Advisors.</b> Supports commercial customers, and/or is a lead for residential or commercial energy advisors. Handles complex calls such as explaining interval usage, identifying usage patterns and discussing energy solutions and products (i.e. Budget Assistant, SDP, Save Power Day (PTR), Energy Efficiency etc.) with customers.</p> <p>Knowledge of Plug-In-Electric Vehicles (PEV), Net Energy Metering (NEM), as well as Time of Use (TOU) rates for customers.</p>
Decision Making & Impact	Decisions and recommendations are usually based on knowledge of and interpretation of pre-established policies and precedents. May have <i>minimal impact on Company's image</i> and relationships with customers.	Decisions and recommendations are usually based on knowledge of and interpretation of pre-established policy and precedents. May have <i>moderate impact on Company's image</i> and relationships with customers.
Education, Certifications, and/or Licenses (Minimum Requirements)	High school graduate. Some college is preferred.	Associate degree in Business or related field or an equivalent combination of education, training, and experience.
Knowledge/Experience	<p>Working knowledge of Company and department policies, procedures, rules, rates, and tariffs. Well versed in company products and services and how to apply them in different scenarios. Has general knowledge of customer programs.</p> <p>Typically possesses <b>two years of experience</b> resolving customer issues by researching and analyzing information, policies and offering services and products.</p>	<p>Broad knowledge of Company and departmental policies, procedures, rules, rates, and tariffs. Well versed in company products and services and how to apply them in different scenarios. Has in depth knowledge of customer programs.</p> <p>Typically possesses <b>three or more years of experience</b> resolving customer issues by researching and analyzing information, policies and offering services and products.</p>



## Engineer

**General Description:**

Develops studies, plans, criteria, specifications, calculations, evaluations, design documents, and performance assessments associated with the planning, design, licensing, construction, operation, and maintenance of Edison’s generation, transmission, distribution, and telecommunication facilities/systems. Provides consultation and recommendations to the Company within and to other business units and/or customers as a result of studying Company or customer-owned systems, processes, equipment, vehicles, or facilities.

Dimension	Engineer 1	Engineer 2	Engineer 3	Senior Engineer	Consulting Engineer
Job Code	ENG1	ENG2	ENG3	ENG 4	ENG 5
Area of Responsibility	<p>Performs well-defined engineering assignments.</p> <p>Performs routine engineering assignments or assists in the performance of complex engineering assignments.</p> <p>Provides technical consultation, plan development and recommendations for customer and Company systems and processes.</p> <p>Evaluates effectiveness of current technical systems and processes.</p> <p>Participates on teams.</p>	<p>Performs complex or novel engineering assignments.</p> <p>Performs engineering tasks associated with a large project or a number of small projects.</p> <p>May direct the engineering tasks associated with a large project or a number of small projects.</p> <p>Participates on teams and may lead teams</p>	<p>Performs assignments in specialized areas or in unique areas where engineering precedents are incomplete or lacking or require broad experience.</p> <p>Directs or performs engineering tasks associated with a critical engineering project or a number of small projects with many complex features.</p> <p>Manages the evaluation, development, and implementation of capital projects that have moderate financial and operational impact.</p> <p>May serve as an expert for the organization in a specific area or responsibility.</p> <p>Participates on teams and may lead teams.</p> <p>May provide training and direction to other engineers.</p>	<p>Directs or performs assignments in specialized areas or in unique areas where engineering precedents are lacking and require extensive engineering expertise.</p> <p>Directs or performs engineering tasks associated with a critical engineering project or a number of small complex projects that require specialized knowledge in very specific areas.</p> <p>Manages the evaluation, development, and implementation of capital projects that have significant financial and operational impact.</p> <p>May participate in department planning, provide budget recommendations, and monitor performance for the accomplishment of committed results.</p> <p>May serve as a senior staff expert in specialized areas.</p> <p>Acts as an expert witness or provides expert opinions to Edison.</p>	<p>Performs consultation on highly complex and unique technical issues which lack engineering precedents and requires the application of advanced engineering principles.</p> <p>Evaluates complex technical issues and recommends actions or programs for their resolution.</p> <p>Leads high caliber engineering teams to develop feasibility studies, proposals and preliminary design documents for unique projects or programs.</p> <p>Participates in technical and industry societies and committees to enhance knowledge of new technologies or issues in areas of Company interest.</p> <p>May provide training and direction to other engineers</p>

<b>Dimension</b>	<b>Engineer 1</b>	<b>Engineer 2</b>	<b>Engineer 3</b>	<b>Senior Engineer</b>	<b>Consulting Engineer</b>
<b>Job Code</b>	<b>ENG1</b>	<b>ENG2</b>	<b>ENG3</b>	<b>ENG 4</b>	<b>ENG 5</b>
Area of Responsibility (continued)				<p>Performs assignments acting independently, and may direct the work of others or lead technical teams.</p> <p>Provides recommendations and implements action plans to improve performance and cost effectiveness.</p> <p>May provide training, direction and/or supervision to other engineers.</p>	
Decision Making & Impact	<p>Provides information and recommendations on routine assignments.</p> <p>Provides technical assistance in support of senior engineers.</p>	<p>Provides information and recommendations on a limited number of projects.</p> <p>Influences project decisions that have a having minor impact on the Company.</p>	<p>Provides information and recommendations on all projects.</p> <p>Influences project decisions that have a moderate impact on the Company.</p>	<p>Provides information and recommendations on project decisions that require specialized knowledge.</p> <p>Influences decisions that have a significant impact on the Company.</p>	<p>Provides information and recommendations on issues that require highly specialized knowledge.</p> <p>Highly influential on strategic management decisions that can have major impact on the Company.</p> <p>Highly influential on the development of new industry standards that have operational or financial impact on the Company.</p> <p>Provides excellent oral and written presentations both internally and externally representing the Company.</p>

<b>Dimension</b>	<b>Engineer 1</b>	<b>Engineer 2</b>	<b>Engineer 3</b>	<b>Senior Engineer</b>	<b>Consulting Engineer</b>
<b>Job Code</b>	<b>ENG1</b>	<b>ENG2</b>	<b>ENG3</b>	<b>ENG 4</b>	<b>ENG 5</b>
Education , Certificates, and/or Licenses (Minimum Requirements)	Bachelor Degree in Engineering or Bachelor Degree in a scientific/technical field.	Bachelor Degree in Engineering or Bachelor Degree in a scientific/technical field.  Professional Engineer's License is preferred. For some positions, a Professional Engineer's License is required by local, state or federal agencies.	Bachelor Degree in Engineering or Bachelor Degree in a scientific/technical field.  Professional Engineer's License is preferred. For some positions, a Professional Engineer's License is required by local, state or federal agencies.	Bachelor Degree in Engineering or Bachelor Degree in a scientific/technical field and recognized expertise in specialized areas.  Professional Engineer's License is preferred. For some positions, a Professional Engineer's License is required by local, state or federal agencies.  Master's Degree in related technical field preferred.	Master's Degree in Engineering or Master's Degree in a scientific/technical field and recognized inside and outside the Company as an expert in a specific area.  Professional Engineer's License is preferred. For some positions, a Professional Engineer's License is required by local, state or federal agencies.  Ph.D. in related technical field preferred.
Knowledge/Experience	Limited knowledge and experience with regulations, guides, standards, codes, methods and practices necessary to perform routine and moderately complex assignments for a specific discipline, installation or service.  Typically possesses zero to three years of engineering experience.	General knowledge and experience with regulations, guides, standards, codes, methods, and practices necessary to perform complex assignments for a specific discipline, various installations, or services.  Typically possesses five or more years of engineering experience.	Broad knowledge and experience with regulations, guides, standards, codes, methods, practices, and advanced engineering principles necessary to perform very complex or unique assignments for a specific discipline, various installations, or services.  Typically possesses eight or more years of engineering experience.	Thorough knowledge and experience in unique area of engineering expertise.  Detailed knowledge of applicable standards, codes, methods, and practices unique to area of expertise.  Ability to apply advanced engineering principles to identify and resolve complex issues.  Typically possesses twelve years or more years of engineering experience.	Advanced knowledge and experience with regulations, guides, standards, codes, methods, practices and advanced engineering principles.  Advanced knowledge of latest technologies necessary to perform a variety of specialized, unique or complex assignments for various installation types of services.  Limited number of personnel available in the industry with the required knowledge, ability, and experience.  Typically possesses eighteen or more years of experience in specific areas of engineering.

## Engineer – Nuclear

### General Description:

Develops studies, plans, criteria, specifications, calculations, evaluations, design documents, and performance and safety assessments, accident analysis, and fuel strategies associated with the planning, licensing, design, construction, operation, maintenance, and compliance of the Company’s Nuclear Steam Supply System (NSSS), accident mitigation systems, post accident monitoring systems, radwaste systems, fuel handling systems, radiation protection systems, and emergency systems.

Dimension	Engineer – Nuclear 1	Engineer - Nuclear 2	Engineer – Nuclear 3	Engineer – Senior/ Supervising Nuclear 4	Engineer – Consulting Nuclear 5
Job Code	ENN1	ENN2	ENN3	ENN 4	ENN 5
Area of Responsibility	<p>Performs well-defined engineering assignments.</p> <p>Performs routine engineering assignments or assists in the performance of complex engineering assignments.</p> <p>Provides technical consultation, plan development for related engineering systems and processes.</p> <p>Assists in long-term systems design.</p> <p>Identifies and resolves emergent system issues.</p> <p>Participates on teams.</p>	<p>Performs complex or novel engineering assignments.</p> <p>Performs engineering tasks associated with a large project or a number of small projects.</p> <p>May direct the engineering tasks associated with a large project or a number of small projects.</p> <p>Participates on teams and may lead teams.</p>	<p>Performs assignments in specialized areas or in unique areas where engineering precedents are incomplete or lacking or require broad experience.</p> <p>Directs or performs engineering tasks associated with a critical engineering project or a number of small projects with many complex features.</p> <p>Manages the evaluation, development, and implementation of capital projects that have moderate financial and operational impact.</p> <p>May serve as an expert for the organization in a specific area or responsibility.</p> <p>Participates on teams and may lead teams.</p> <p>May provide training and direction to other engineers.</p>	<p>Directs or performs assignments in specialized areas or in unique areas where engineering precedents are lacking and require extensive engineering expertise.</p> <p>Directs or performs engineering tasks associated with a critical engineering project or a number of small complex projects that require specialized knowledge in very specific areas.</p> <p>Manages the evaluation, development, and implementation of capital projects that have significant financial and operational impact.</p> <p>May participate in department planning, provide budget recommendations, and monitor performance for the accomplishment of committed results.</p> <p>May serve as a senior staff expert in specialized areas.</p>	<p>Performs consultation on highly complex and unique technical issues which lack engineering precedents and requires the application of advanced engineering principles.</p> <p>Evaluates complex technical issues and recommends actions or programs for their resolution.</p> <p>Leads high caliber engineering teams to develop feasibility studies, proposals and preliminary design documents for unique projects or programs.</p> <p>Participates in technical and industry societies and committees to enhance knowledge of new technologies or issues in areas of Company interest.</p> <p>Performs assignments independently and may lead high caliber engineering teams.</p> <p>May provide training and direction to other engineers.</p>

<b>Dimension</b>	<b>Engineer – Nuclear 1</b>	<b>Engineer - Nuclear 2</b>	<b>Engineer – Nuclear 3</b>	<b>Engineer – Senior/ Supervising Nuclear 4</b>	<b>Engineer – Consulting Nuclear 5</b>
<b>Job Code</b>	<b>ENN1</b>	<b>ENN2</b>	<b>ENN3</b>	<b>ENN 4</b>	<b>ENN 5</b>
				<p>Acts as an expert witness or provides expert opinions to Edison.</p> <p>Performs assignments acting independently, and may direct the work of others or lead technical teams.</p> <p>Provides recommendations and implements action plans to improve performance and cost effectiveness.</p> <p>May provide training, direction and/or supervision to other engineers.</p>	
<b>Decision Making &amp; Impact</b>	<p>Provides information and recommendations on routine assignments.</p> <p>Provides technical assistance in support of senior engineers.</p>	<p>Provides information and recommendations on a limited number of projects.</p> <p>Influences project decisions that have a having minor impact on the Company.</p>	<p>Provides information and recommendations on all projects.</p> <p>Influences project decisions that have a moderate impact on the Company.</p>	<p>Provides information and recommendations on project decisions that require specialized knowledge.</p> <p>Influences decisions that have a significant impact on the Company.</p>	<p>Provides information and recommendations on issues that require highly specialized knowledge.</p> <p>Highly influential on strategic management decisions that can have major impact on the Company.</p> <p>Highly influential on the development of new industry standards that have operational or financial impact on the Company.</p> <p>Provides excellent oral and written presentations both internally and externally representing the Company.</p>



<b>Dimension</b>	<b>Engineer – Nuclear 1</b>	<b>Engineer - Nuclear 2</b>	<b>Engineer – Nuclear 3</b>	<b>Engineer – Senior/ Supervising Nuclear 4</b>	<b>Engineer – Consulting Nuclear 5</b>
<b>Job Code</b>	<b>ENN1</b>	<b>ENN2</b>	<b>ENN3</b>	<b>ENN 4</b>	<b>ENN 5</b>
Education, Certificates, and/or Licenses (Minimum Requirements)	Bachelor Degree in Engineering.	Bachelor Degree in Engineering.  For some positions, a Professional Engineer’s License is required by local, state or federal agencies.	Bachelor Degree in Engineering.  For some positions, a Professional Engineer’s License is required by local, state or federal agencies.	Bachelor Degree in Engineering and recognized expertise inside the Company in a specialized area.  For some positions, a Professional Engineer’s License is required by local, state or federal agencies.  Master’s Degree in related technical field preferred.	Master’s Degree in Engineering and recognized inside and outside the Company as an expert in a specific area and Professional Engineer’s License in the State in which the work is to be performed.  Ph.D. in related technical field preferred.
Knowledge/Experience	Limited knowledge and experience with regulations, guides, standards, codes, methods and practices necessary to perform routine and moderately complex assignments for a specific discipline, installation or service.  Typically possesses zero to three years of engineering experience.	General knowledge and experience with regulations, guides, standards, codes, methods, and practices necessary to perform complex assignments for a specific discipline, various installations, or services.  Typically possesses five or more years of engineering experience.	Broad knowledge and experience with regulations, guides, standards, codes, methods, practices, and advanced engineering principles necessary to perform very complex or unique assignments for a specific discipline, various installations, or services.  Typically possesses eight or more years of engineering experience.	Thorough knowledge and experience in unique area of engineering expertise.  Detailed knowledge of applicable standards, codes, methods, and practices unique to area of expertise.  Ability to apply advanced engineering principles to identify and resolve complex issues.  Typically possesses twelve years or more years of engineering experience.	Advanced knowledge and experience with regulations, guides, standards, codes, methods, practices and advanced engineering principles.  Advanced knowledge of latest technologies necessary to perform a variety of specialized, unique or complex assignments for various installation types of services.  Limited number of personnel available in the industry with the required knowledge, ability, and experience.  Typically possesses eighteen or more years of experience in specific areas of engineering.

## Engineer - Telecommunications

**General Description:**

Develops studies, plans, criteria, specifications, calculations, evaluations, design documents, and performance assessments associated with the designing, documenting, and installation of telecommunication network/facilities/systems. Provides consultation and recommendations to the Company within and to other business units and/or customers as a result of studying Company or customer-owned systems, processes, equipment, or facilities.

Dimension	Engineer 1	Engineer 2	Engineer 3	Senior Engineer	Consulting Engineer
Job Code	ENT1	ENT2	ENT3	ENT4	ENT5
Area of Responsibility	<p>Performs well-defined engineering assignments.</p> <p>Performs routine engineering assignments or assists in the performance of complex engineering assignments.</p> <p>Provides technical consultation, plan development and recommendations for customer and Company systems and processes.</p> <p>Evaluates effectiveness of current technical systems and processes.</p> <p>Participates on teams.</p>	<p>Performs complex or novel engineering assignments.</p> <p>Performs engineering tasks associated with a large project or a number of small projects.</p> <p>May direct the engineering tasks associated with a large project or a number of small projects.</p> <p>Participates on teams and may lead teams</p>	<p>Performs assignments in specialized areas or in unique areas where engineering precedents are incomplete or lacking or require broad experience.</p> <p>Directs or performs engineering tasks associated with a critical engineering project or a number of small projects with many complex features.</p> <p>Manages the evaluation, development, and implementation of capital projects that have moderate financial and operational impact.</p> <p>May serve as an expert for the organization in a specific area or responsibility.</p> <p>Participates on teams and may lead teams.</p> <p>May provide training and direction to other engineers.</p>	<p>Directs or performs assignments in specialized areas or in unique areas where engineering precedents are lacking and require extensive engineering expertise.</p> <p>Directs or performs engineering tasks associated with a critical engineering project or a number of small complex projects that require specialized knowledge in very specific areas.</p> <p>Manages the evaluation, development, and implementation of capital projects that have significant financial and operational impact.</p> <p>May participate in department planning, provide budget recommendations, and monitor performance for the accomplishment of committed results.</p> <p>May serve as a senior staff expert in specialized areas.</p> <p>Acts as an expert witness or provides expert opinions to</p>	<p>Performs consultation on highly complex and unique technical issues which lack engineering precedents and requires the application of advanced engineering principles.</p> <p>Evaluates complex technical issues and recommends actions or programs for their resolution.</p> <p>Leads high caliber engineering teams to develop feasibility studies, proposals and preliminary design documents for unique projects or programs.</p> <p>Participates in technical and industry societies and committees to enhance knowledge of new technologies or issues in areas of Company interest.</p> <p>May provide training and direction to other engineers</p>

<b>Dimension</b>	<b>Engineer 1</b>	<b>Engineer 2</b>	<b>Engineer 3</b>	<b>Senior Engineer</b>	<b>Consulting Engineer</b>
<b>Job Code</b>	<b>ENT1</b>	<b>ENT2</b>	<b>ENT3</b>	<b>ENT4</b>	<b>ENT5</b>
Area of Responsibility (continued)				Edison.  Performs assignments acting independently, and may direct the work of others or lead technical teams.  Provides recommendations and implements action plans to improve performance and cost effectiveness.  May provide training, direction and/or supervision to other engineers.	
Decision Making & Impact	Provides information and recommendations on routine assignments.  Provides technical assistance in support of senior engineers.	Provides information and recommendations on a limited number of projects.  Influences project decisions that have a having minor impact on the Company.	Provides information and recommendations on all projects.  Influences project decisions that have a moderate impact on the Company.	Provides information and recommendations on project decisions that require specialized knowledge.  Influences decisions that have a significant impact on the Company.	Provides information and recommendations on issues that require highly specialized knowledge.  Highly influential on strategic management decisions that can have major impact on the Company.  Highly influential on the development of new industry standards that have operational or financial impact on the Company.  Provides excellent oral and written presentations both internally and externally representing the Company.

<b>Dimension</b>	<b>Engineer 1</b>	<b>Engineer 2</b>	<b>Engineer 3</b>	<b>Senior Engineer</b>	<b>Consulting Engineer</b>
<b>Job Code</b>	<b>ENT1</b>	<b>ENT2</b>	<b>ENT3</b>	<b>ENT4</b>	<b>ENT5</b>
Education , Certificates, and/or Licenses (Minimum Requirements)	Bachelor Degree in Engineering, Telecommunications, or similar technical discipline.	Bachelor Degree in Engineering, Telecommunications, or similar technical discipline.	Bachelor Degree in Engineering, Telecommunications, or similar technical discipline.  Professional Engineer's License in the State which the work is to be performed is preferred.	Bachelor Degree in Engineering, Telecommunications, or similar technical discipline and recognized expertise inside the Company in a specialized area.  Professional Engineer's License in the State in which the work is to be performed is preferred.  Master's Degree in related technical field preferred.	Master's Degree in Engineering, Telecommunications, or similar technical discipline and recognized inside and outside the Company as an expert in a specific area.  Professional Engineer's License in the State in which the work is to be performed is preferred.  PhD. in related technical field preferred.
Knowledge/Experience	Limited knowledge and experience with regulations, guides, standards, codes, methods and practices necessary to perform routine and moderately complex assignments for a specific discipline, installation or service.  Typically possesses zero to three years of engineering experience.	General knowledge and experience with regulations, guides, standards, codes, methods, and practices necessary to perform complex assignments for a specific discipline, various installations, or services.  Typically possesses five or more years of engineering experience.	Broad knowledge and experience with regulations, guides, standards, codes, methods, practices, and advanced engineering principles necessary to perform very complex or unique assignments for a specific discipline, various installations, or services.  Typically possesses eight or more years of engineering experience.	Thorough knowledge and experience in unique area of engineering expertise.  Detailed knowledge of applicable standards, codes, methods, and practices unique to area of expertise.  Ability to apply advanced engineering principles to identify and resolve complex issues.  Typically possesses twelve years or more years of engineering experience.	Advanced knowledge and experience with regulations, guides, standards, codes, methods, practices and advanced engineering principles.  Advanced knowledge of latest technologies necessary to perform a variety of specialized, unique or complex assignments for various installation types of services.  Limited number of personnel available in the industry with the required knowledge, ability, and experience.  Typically possesses eighteen or more years of experience in specific areas of engineering.

## Energy Operations Specialist

**General Description:**

Performs power and natural gas operational functions such as dispatching, power trading and/or scheduling, natural gas trading and/or scheduling, resource planning and analysis. Coordinates generation operations with transmission/pipeline limitations and/or outages. Participates in the development of computer based operational tools. Influences, anticipates and communicates conditions, trends and corrective actions in operational areas.

Dimension	Energy Operations Specialist 1	Energy Operations Specialist 2	Energy Operations Specialist 3
Job Code	EOS1	EOS2	EOS3
Area of Responsibility	<p>Performs analysis, coordinates electric or natural gas system operation, performs day-ahead or real-time electric or natural gas scheduling tasks, develops recommendations, and may provide consulting to address problems that may cross organizational boundaries and/or require general operational knowledge to resolve.</p> <p>May lead a team or participate as a team member during implementation.</p> <p>Works directly with ISO regarding bids, schedules, outages and adjustments, or directly with natural gas pipelines and suppliers regarding outages, available capacity and scheduling issues. Works with generation plant and transmission operators to optimize operations and ensure instructions are carried out.</p>	<p>Performs analysis, coordinates electric or natural gas system operation, performs day-ahead or real-time electric or natural gas scheduling tasks, develops recommendations and provides consulting to address problems that may cross organizational boundaries and/or require thorough operational knowledge to resolve.</p> <p>Works with generation plant operators to optimize schedules, ensure reliable operations and verify dispatch instructions are carried out.</p> <p>Performs risk management functions in avoidance of penalties associated with CAISO operations and WECC RMS criteria.</p> <p>Develops and/or implements procurement strategy based on least cost dispatch methodology. Monitors electric or natural gas system conditions and generation plant constraints to formulate and/or refine procurement plans.</p> <p>Supervises, implements, and/or leads specialized operational projects, tasks, or work groups to solve critical operational problems.</p> <p>Negotiates with management to obtain resources and finalize implementation schedules.</p> <p>Works directly with ISO regarding bids, schedules, outages and adjustments, or directly with natural gas pipelines and suppliers regarding outages, available capacity and scheduling issues. Solves problems and takes lead on resolving disputes. Works with</p>	<p>Performs analysis, coordinates electric or natural gas system operation, performs day-ahead or real-time electric or natural gas scheduling tasks, develops recommendations and provides expert consulting to address complex and unique problems that may cross organizational boundaries and/or require advanced operational knowledge to resolve.</p> <p>Works with generation plant operators to optimize schedules, ensure reliable operations and verify dispatch instructions are carried out.</p> <p>Performs risk management functions in avoidance of penalties associated with CAISO operations and WECC RMS criteria.</p> <p>Develops and/or implements procurement strategy based on least cost dispatch methodology.</p> <p>Monitors electric or natural gas system conditions and generation plant constraints to formulate and/or refine procurement plans.</p> <p>Supervises, implements and/or leads major specialized operational projects, tasks or work groups to solve critical operational problems. Negotiates with management to obtain resources and finalize implementation schedules.</p> <p>Works directly with ISO regarding bids, schedules, outages and adjustments, or directly with natural gas pipelines and suppliers regarding outages, available capacity and scheduling issues. Solves problems and takes lead on resolving disputes. Works with</p>

<b>Dimension</b>	<b>Energy Operations Specialist 1</b>	<b>Energy Operations Specialist 2</b>	<b>Energy Operations Specialist 3</b>
<b>Job Code</b>	<b>EOS1</b>	<b>EOS2</b>	<b>EOS3</b>
Area of Responsibility (continued)		<p>generation plant and transmission operators to optimize operations and ensure instructions are carried out. Monitors all aspects of daily activity.</p> <p>Mentors EOS1s, checks work, and assumes responsibility for accuracy and proper operations.</p>	<p>generation plant and transmission operators to optimize operations and ensure instructions are carried out. Monitors all aspects of daily activity.</p> <p>Provides leadership and training to EOS1s and EOS2s, checks work, and assumes responsibility for accuracy and proper operations.</p> <p>Serves as senior consultant for the Company in a specific area of responsibility.</p>
Decision Making & Impact	<p>Provides recommendations concerning the operation of the electric or natural gas system, which typically have a moderate impact at the department and/or organizational level.</p> <p>In certain cases, should be working towards becoming knowledgeable in areas of both electric and natural gas scheduling and operating procedures.</p>	<p>Provides recommendations concerning the operation of the electric or natural gas system which typically have a major impact at the Corporate and/or department level.</p> <p>Makes day-ahead or real-time decisions that have direct reliability or monetary effect on the Corporation and visible impact on the electric or natural gas markets/systems, as well as ISO or natural gas pipeline operations.</p> <p>In certain cases, may be required to be knowledgeable in areas of both electric and natural gas scheduling and operating procedures.</p>	<p>Responsible for final decisions regarding the operation of the electric or natural gas system which typically have a major impact at the Corporate and/or department level.</p> <p>Makes day-ahead or real-time decisions that have direct major reliability or monetary effect on the Corporation and a major impact on the electric or natural gas markets/systems, as well as ISO or natural gas pipeline operations.</p> <p>In certain cases, may be required to be knowledgeable in areas of both electric and natural gas scheduling and operating procedures.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>A combination of education, training, and experience to gain knowledge, skills and abilities generally equivalent to those typically possessed by a high school graduate.</p> <p>Bachelor degree in a related field is preferred.</p> <p>Dispatch certification may be required.</p>	<p>Bachelor degree in a specialized or related field or an equivalent combination of education, training, and experience.</p> <p>Dispatch certification may be required.</p>	<p>Bachelor degree in a specialized or related field or an equivalent combination of education, training and experience.</p> <p>Dispatch certification may be required.</p>

<b>Dimension</b>	<b>Energy Operations Specialist 1</b>	<b>Energy Operations Specialist 2</b>	<b>Energy Operations Specialist 3</b>
<b>Job Code</b>	<b>EOS1</b>	<b>EOS2</b>	<b>EOS3</b>
Knowledge/Experience	<p>Broad knowledge in electric or natural gas system operations.</p> <p>Basic knowledge of internal risk management procedures.</p> <p>Basic knowledge of economic dispatch principles and policies.</p> <p>Limited number of personnel available with knowledge and abilities.</p> <p>Typically possesses four or more years of experience in electric or natural gas system operations.</p>	<p>Thorough knowledge in electric or natural gas system operations, transmission/transportation systems and scheduling processes/requirements. Recognized internally as an expert in electric or natural gas system operations.</p> <p>Thorough knowledge of ISO operations and control of the generation and transmission system or natural gas pipelines, capacities and ownership.</p> <p>Thorough knowledge of internal risk management procedures.</p> <p>Thorough knowledge of economic dispatch principles and policies, with the ability to translate policy into effective plans and procedures.</p> <p>Limited number of personnel available with knowledge and abilities.</p> <p>Typically possesses eight or more years of experience in electric or natural gas system operations.</p>	<p>Advanced knowledge in electric or natural gas system operations, transmission/transportation systems and scheduling processes/requirements. Recognized internally and externally as an expert in electric or natural gas system operations.</p> <p>Advanced knowledge of ISO operations and control of the generation and transmission system or natural gas pipelines, capacities and ownership.</p> <p>Advanced knowledge of internal risk management procedures.</p> <p>Advanced knowledge of economic dispatch principles and policies, with the ability to translate policy into effective plans and procedures.</p> <p>Understands the operational and economic impacts of the deregulated energy markets.</p> <p>Extremely limited number of personnel available with knowledge and abilities.</p> <p>Typically possesses ten or more years of experience in electric or natural gas system operations.</p>

## Executive Assistant

**General Description:**

Performs advanced administrative, secretarial, and clerical functions for executive managers or Corporate Officers. Deals with highly confidential and sensitive information daily that has corporate and departmental impact. Reviews and processes incoming/outgoing mail, maintains files, responds to or routes external and internal customer calls/inquiries, receives visitors, prepares and coordinates specific activities/reports through automated and/or manual methods, maintains/updates calendars, and coordinates meetings. May perform various payroll location activities and procurement related activities.

Dimension	Executive Assistant 1	Executive Assistant 2	Executive Assistant 3
Job Code	EXA1	EXA2	EXA3
Area of Responsibility	<p>Performs advanced administrative, secretarial, and clerical functions for executive managers. Interfaces with and/or provides assistance to internal and external Company executives and high level managers, stockholders, government agency representatives, and other external parties.</p> <p>Maintains confidentiality of sensitive and confidential corporate information.</p>	<p>Performs advanced administrative, secretarial, and clerical functions as well as special projects for Corporate Officers.</p> <p>Acts on behalf of the officer in establishing and maintaining key working relationships with internal and external clients. Coordinates completion of projects assigned to the officer's direct reports. May perform general research to ensure project completion.</p> <p>Researches, recommends, and implements appropriate courses of action on administrative matters. Researches and identifies potential problem areas within the business unit or Company that require officer attention. Researches and prepares business unit operational summaries.</p> <p>Maintains confidentiality of the most sensitive and confidential corporate information.</p>	<p>Performs advanced administrative, secretarial, and clerical functions as well as special projects for the CEO/President.</p> <p>Acts on behalf of the CEO/President in establishing and maintaining key working relationships with internal and external clients, including board members and other officers. Coordinates completion of projects assigned to the CEO's/President's direct reports. May perform general research to ensure project completion. Collaborates with Chief of Staff and manages the CEO's/President's daily schedule.</p> <p>Researches, recommends, and implements appropriate courses of action on administrative matters. Plans and coordinates executive meetings, including board meetings. Researches and prepares Company operational summaries.</p> <p>Maintains confidentiality of the most sensitive and confidential corporate information.</p>
Decision Making & Impact	<p>Determines the appropriate handling of confidential and sensitive information to executives, department heads, and other personnel when the executive is unavailable. Determines the urgency of matters requiring the executive's attention that may have a major corporate or department impact.</p>	<p>Determines the appropriate handling of confidential and sensitive information to executives, department heads, and other personnel when the officer is unavailable. Determines the urgency of matters requiring the officer's attention that may have a major corporate or department impact. Coordinates several concurrent projects.</p>	<p>Determines the appropriate handling of confidential and sensitive information to executives, department heads, and other personnel when the CEO/President is unavailable. Determines the urgency of matters requiring the CEO's/President's attention that may have a major corporate or department impact. Manages or coordinates several concurrent projects. Poor judgement or incorrect decision may result in a delay on</p>



<b>Dimension</b>	<b>Executive Assistant 1</b>	<b>Executive Assistant 2</b>	<b>Executive Assistant 3</b>
<b>Job Code</b>	<b>EXA1</b>	<b>EXA2</b>	<b>EXA3</b>
			key strategy implementation or loss of business opportunity, which may also impact the Company's reputation.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate.	A combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate.	Associate/Bachelor degree, or a combination of training and experience in the relevant disciplines is preferred.
Knowledge/Experience	<p>Thorough knowledge of Company policies, practices, and key personnel. Broad knowledge of personal computer software applications and on-line systems and applications.</p> <p>Typically possesses three to five years' experience performing advanced administrative, secretarial, and clerical functions.</p>	<p>Thorough knowledge of Company policies, practices, and key personnel. Broad knowledge of personal computer software applications and on-line systems and applications.</p> <p>Familiarity with basic budgeting practices. General knowledge of communications and customer service policies. Strong written and verbal communications and customer service skills.</p> <p>Typically possesses five or more years' experience performing advanced administrative, secretarial, and clerical functions.</p>	<p>Thorough knowledge of Company policies, practices, and key personnel. Broad knowledge of personal computer software applications and on-line systems and applications.</p> <p>Familiarity with basic budgeting practices. General knowledge of communications and customer service policies. Strong written and verbal communications and customer service skills.</p> <p>Typically possesses seven or more years' experience performing advanced administrative, secretarial, and clerical functions.</p>

## FIT - Fitness Center Specialist

**General Description:**

An integral part of the development and delivery of the Company’s Wellness Strategy these positions provides preventative exercise prescriptions and fitness education for fitness center participants as well as deliver wellness programs and education across the enterprise. Responsible for educating, encouraging and influencing employees with wellness and lifestyle changes necessary for better health, fitness and safety.

Dimension	Fitness Specialist 1	Fitness Specialist 2
Job Code	FIT1	FIT2
<p style="text-align: center;">Area of Responsibility</p>	<p>Collaborates and builds rapport with fitness center participants to establish fitness goals and to determine the most advantageous fitness program based on initial assessments.</p> <p>Develops, conducts and delivers injury prevention programs and training, wellness programs, education classes and presentations.</p> <p>Provides fitness assessments, program design, on-going consultations and case management follow-ups by monitoring the participants’ response to exercise and modifying prescribed exercise program.</p> <p>Analyzes physiological data, interprets findings and determines exercise prescription.</p> <p>Promotes health by evaluating participant’s dietary habits. Counsels and recommends evidence-based dietary changes in accordance with the participants’ activity levels and goals.</p> <p>Remains current with industry trends and best practices.</p> <p>Performs assigned administrative duties such as membership sign-up, answering general fitness operations questions, invoicing and ad-hoc data reporting.</p> <p>May lead fitness center operations during the absence of the FIT2.</p>	<p>Plans and oversees fitness center operations and administrative activities under consultative direction.</p> <p>Develops, conducts and delivers injury prevention programs and training, wellness programs, education classes and presentations.</p> <p>Collaborates and builds rapport with fitness center participants to establish fitness goals and to determine the most advantageous fitness program based on initial assessments</p> <p>Provides fitness assessments, program design, on-going consultations and case management follow-ups by monitoring the participants’ response to exercise and modifying prescribed exercise program.</p> <p>Analyzes physiological data, interprets findings and determines exercise prescription.</p> <p>Promotes health by evaluating participant’s dietary habits. Counsels and recommends evidence-based dietary changes in accordance with the participants’ activity levels and goals.</p> <p>Researches and benchmarks current best practices and industry trends.</p> <p>Develops class schedules based on membership demographic, participation and industry trend. Provides personalized training and teaches group exercise classes as needed.</p> <p>Plans and develops health and fitness related materials for awareness campaigns, presentations, and classes.</p>

<b>Dimension</b>	<b>Fitness Specialist 1</b>	<b>Fitness Specialist 2</b>
<b>Job Code</b>	<b>FIT1</b>	<b>FIT2</b>
		Performs assigned administrative duties such as membership sign-up, answering general fitness operations questions, invoicing and ad-hoc data reporting.
Decision Making & Impact	Advises and recommends course of action which may have an impact for fitness center participants.	Provides information, analysis, training, and recommendations which may have an impact at the department and participant level.
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Bachelor's Degree or Master's Degree in Kinesiology or exercise related field or comparable combination of education and experience.</p> <p>Typically possesses multiple exercise related certifications such as NATA, NSCA, ACSM, ACE, NASM and/or AFAA.</p> <p>C.P.R and A.E.D certified.</p> <p>Ability to lift 45 pounds.</p>	<p>Bachelor's Degree or Master's Degree in Kinesiology or exercise related field.</p> <p>Master's Degree in Kinesiology or exercise related field preferred.</p> <p>Possesses multiple exercise related certifications such as NATA, NSCA, ACSM, ACE, NASM and/or AFAA.</p> <p>C.P.R and A.E.D certified.</p> <p>Ability to lift 45 pounds.</p>
Knowledge/Experience	Typically possesses 0 to five years' experience in related discipline.	Typically possesses more than five years' experience in related discipline.

## Forest Attendant

**General Description:**

Assists foresters in protecting and maintaining the Shaver Lake area. Performs facility maintenance and provides resource/environment protection. Provides first aid/CPR when needed.

Dimension	Forest Attendant 1	Forest Attendant 2	Forest Attendant 3
Job Code	FOR1	FOR2	FOR3
Area of Responsibility	Performs routine mitigation projects, such as fence building, brush clearing, stream monitoring, re-vegetation, soil stabilization, etc.	Assists in planting and nursery upkeep. Performs mitigation projects, such as fence building, brush clearing, stream monitoring, re-vegetation, soil stabilization, etc.  Acts as public relations representative to campers.	Provides functional direction to other personnel, including directing fire protection, suppression, and inspections. Initiates and coordinates facility planning.  Assists in planting and nursery upkeep. Performs mitigation projects, such as fence building, brush clearing, stream monitoring, re-vegetation, soil stabilization, etc.  Acts as public relations liaison to campers and local fire and law enforcement agencies. Files state documents and permits.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of formal education, training, and experience to gain knowledge, skills, and abilities equivalent to those typically possessed by a high school graduate.  Current first aid/CPR certification required.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities equivalent to those typically possessed by a high school graduate.  Current first aid/CPR certification required.	Associate degree in Fire Science or related field or an equivalent combination of education, training, and experience.  Current first aid/CPR certification required.
Knowledge/Experience	General knowledge of basic fire science, forestry theories, principles, and equipment, basic law enforcement, and personal computer software programs. Must possess good driving record.  Typically possesses less than one year of experience in forestry.	Broad knowledge of basic fire science, forestry theories, principles, and equipment, basic law enforcement, and personal computer software programs. Must possess good driving record.  Typically possesses two to five years' experience in forestry.	Thorough knowledge of basic fire science, forestry theories, principles, and equipment, and basic law enforcement. Broad knowledge of personal computer software programs. Must possess good driving record.  Typically possesses five to seven years' experience in forestry.

## Guest House Attendant

**General Description:**

Prepares meals for guests of facilities and performs housekeeping duties within the facilities.

Dimension	Guest House Attendant 1	Guest House Attendant 2
Job Code	GST1	GST2
Area of Responsibility	<p>Provides guest house services by maintaining guestrooms, performing laundry duties, and purchasing, ordering, and preparing meals.</p> <p>Obtains information related to guest requirements.</p>	<p>Provides functional direction to other personnel. Performs general clerical duties. Provides assistance to Company guests.</p> <p>Provides guest house services by maintaining guestrooms, performing laundry duties, and purchasing, ordering, and preparing meals.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.
Knowledge/Experience	<p>General knowledge of activities associated with the job.</p> <p>Typically possesses zero to one year experience in housekeeping.</p>	<p>General knowledge of activities associated with the job.</p> <p>Typically possesses one to two years' experience in housekeeping.</p>

## Health/Nursing Specialist

### General Description:

Provides nursing care, fitness and health related services and programs to the employees.

<b>Dimension</b>	<b>Health/ Nursing Specialist 1</b>	<b>Health/ Nursing Specialist 2</b>	<b>Health/ Nursing Specialist 3</b>	<b>Health/ Nursing Specialist 4</b>	<b>Health/ Nursing Specialist 5</b>
<b>Job Code</b>	<b>HNS1</b>	<b>HNS2</b>	<b>HNS3</b>	<b>HNS4</b>	<b>HNS5</b>
Area of Responsibility	<p>Performs routine medical procedures in accordance with instructions and guidelines, such as taking pulse, temperature and blood pressure, conducting breath alcohol test, collecting chemical test samples and urine specimen, and disposing medical waste. Performs initial integrity tests of samples, maintains integrity of urine sample collection and transfer process.</p> <p>Explains procedures to employees and conducts quality control checks on instruments and test kits.</p> <p>Performs administrative functions as coordinating schedules and requests, maintaining medical records or files, tracking and ordering medical supplies, etc.</p> <p>Provides general assistance and support to senior Health/Nursing staff in rendering nursing care, fitness and health related services.</p>	<p>Performs routine pre-exercise and fitness testing, develops and prescribes individualized fitness/exercise programs in accordance with guidelines and standards.</p> <p>Provides assistance and explains procedures to employees to ensure the proper use of medical/fitness equipment. Performs inspection, calibration, and maintenance of the equipment.</p> <p>Develops and implements health and fitness related programs to promote and increase employees' awareness of health and wellness.</p>	<p>Performs routine medical tests/procedures and first aid involving the use of medical equipment and clinical nursing procedures. Conducts patient follow-ups by providing or arranging for additional medical services. Maintains accurate and complete medical records on patients. Applies appropriate policies and procedures for the release of medical information and processing Workers' Compensation paperwork. Monitors and maintains supplies at the first aid station.</p> <p>Interfaces with the local medical community, representatives of various medical health plans, and other Company organization, such as Human Resources, Occupational Safety &amp; Health, and Employee Assistance Program.</p> <p>Provides functional direction and gives orientation to support personnel during outages.</p>	<p>Assists senior nurses in handling more complex health problems by providing recommendations and taking responsibility for follow-up. Works with supervising nurse in coordinating clinic/first aid station in the delivery of healthcare.</p> <p>Performs routine medical tests/procedures and first aid involving the use of medical equipment and clinical nursing procedures. Maintains accurate and complete medical records on patients. Applies appropriate policies and procedures for the release of medical information and processing Workers' Compensation paperwork. Monitors and maintains supplies at the first aid station.</p> <p>Interfaces with the local medical community, representatives of various medical health plans, and other Company organization, such as Human Resources, Occupational Safety &amp; Health, and Employee Assistance Program.</p> <p>Provides functional direction and gives orientation to</p>	<p>Provides functional guidance to a staff of medical clinic/first aid station in the delivery of healthcare consistent with the standards of nursing practice and Company policy. Is accountable for the quality and quantity of nursing care. Participates in establishing, developing and implementing business objectives and plans. Plans and executes daily work assignments in a cost effective and safe manner. Conducts in-service education to ensure standardized application of policies and quality of nursing care. Responsible for maintaining the medical record keeping system; ensures confidentiality and compliance with legal requirements.</p> <p>Performs routine medical tests/procedures and first aid involving the use of medical equipment and clinical nursing procedures. Conducts patient follow-ups by providing or arranging for additional medical services. Maintains accurate and complete medical records on patients. Applies appropriate policies and procedures for</p>

<b>Dimension</b>	<b>Health/ Nursing Specialist 1</b>	<b>Health/ Nursing Specialist 2</b>	<b>Health/ Nursing Specialist 3</b>	<b>Health/ Nursing Specialist 4</b>	<b>Health/ Nursing Specialist 5</b>
<b>Job Code</b>	<b>HNS1</b>	<b>HNS2</b>	<b>HNS3</b>	<b>HNS4</b>	<b>HNS5</b>
Area of Responsibility (continued)				support personnel during outages.	<p>the release of medical information and processing Workers' Compensation paperwork. Monitors and maintains supplies at the first aid station.</p> <p>Interfaces with the local medical community, representatives of various medical health plans, and other Company organization, such as Human Resources, Occupational Safety &amp; Health, and Employee Assistance Program.</p> <p>Provides functional direction and gives orientation to support personnel during outages.</p>
Decision Making & Impact	Provides information which is specific to the activity and has minor department or organizational impact.	Provides information which is specific to the activity and has minor to moderate department or organizational impact.	Makes decisions in illness and emergency situations that may have a major impact on patients.	Makes decisions in illness and emergency situations that may have a major impact on patients.	<p>Provides direction, coaching and monitoring of work assigned to medical clinic and first aid personnel. Makes decisions in illness and emergency situations that may have a major impact on patients.</p> <p>Decisions are made frequently on immediate issues with limited opportunity for review and reversal.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	High school graduate with CPR certification, First Aid training, Medical Assistant or EMT certification. May require graduation from an accredited school of	Bachelor degree in Health and/or Fitness related field or equivalent combination of education, training and experience. Certification from nationally recognized	Graduate of an accredited registered nursing program. Valid Registered Nurse license in the state in which the work is performed. Current CPR and Advanced	Graduate of an accredited registered nursing program. Valid Registered Nurse license in the state in which the work is performed. Current CPR and Advanced	Graduate of an accredited registered nursing program. Valid Registered Nurse license in the state in which the work is performed. Current CPR and Advanced

<b>Dimension</b>	<b>Health/ Nursing Specialist 1</b>	<b>Health/ Nursing Specialist 2</b>	<b>Health/ Nursing Specialist 3</b>	<b>Health/ Nursing Specialist 4</b>	<b>Health/ Nursing Specialist 5</b>
<b>Job Code</b>	<b>HNS1</b>	<b>HNS2</b>	<b>HNS3</b>	<b>HNS4</b>	<b>HNS5</b>
	vocational/practical nursing and a valid Vocational Nurse license for performing some specific functions and duties.	Exercise & Fitness organizations, CPR certification and proficiency in emergency response are required.	Cardiac Life Support (ACLS) certification is required.	Cardiac Life Support (ACLS) certification is required.	Cardiac Life Support (ACLS) certification is required.
Knowledge/Experience	<p>Broad knowledge in nursing/medical/health and fitness related tests and procedures, as well as regulatory requirement.</p> <p>Typically possesses one to three years' experience in related disciplines.</p>	<p>Broad knowledge in nursing/medical/health and fitness tests and procedures, as well as regulatory requirement.</p> <p>Thorough knowledge of human exercise physiology, guidelines for exercise testing and prescription.</p> <p>Typically possesses more than three years of experience in related disciplines.</p>	<p>Thorough knowledge of emergency and routine first aid. Clinical competence to perform medical tests and procedures commonly used while performing Occupation Health Exams (i.e., audiometry, spirometry, venipuncture, phonocardiogram, and orthorator).</p> <p>Typically possesses more than three years' experience including ambulatory care nursing and one year in occupational medicine.</p>	<p>Thorough knowledge of emergency and routine first aid. Clinical competence to perform medical tests and procedures commonly used while performing Occupation Health Exams (i.e., audiometry, spirometry, venipuncture, phonocardiogram, and orthorator).</p> <p>Typically possesses more than five years' experience including ambulatory care nursing and one year in occupational medicine.</p>	<p>Thorough knowledge of emergency and routine first aid. Clinical competence to perform medical tests and procedures commonly used while performing Occupation Health Exams (i.e., audiometry, spirometry, venipuncture, phonocardiogram, and orthorator).</p> <p>Typically possesses more than seven years' experience including ambulatory care nursing and one year in occupational medicine.</p>



## Human Resources Consultant

### General Description:

Provides consultation, strategic analysis, advice, and education to executives and managers/supervisors in a specific human resources discipline, such as labor relations, compensation, benefits, organizational development, equal opportunity, staffing, disability services, workers' compensation etc. Acts as the key internal expert for both specific and broad human resources issues.

Dimension	Human Resources Consultant 1	Human Resources Consultant 2	Human Resources Consultant 3
Job Code	HRC1	HRC2	HRC3
Area of Responsibility	<p>Acts as a resource to department and division management and client organizations. Develops, recommends, and implements integrated solutions.</p> <p>Provides analysis, advice, and education to managers and/or employees on specific human resources issues of a sensitive and complex nature.</p> <p>Participates in the design and delivery of key corporate initiatives and/or projects. Consults with management around key functional human resources issues.</p> <p>Interprets policies, practices, and/or contract issues. Implements practices/procedures in the absence of existing policy. Ensures compliance with current laws, regulations, and contract provisions.</p> <p>May conduct investigations on situations and negotiates settlements or issues to resolve differences.</p>	<p>Acts as a consultant to department and division management, and client organizations. Conceptualizes and recommends key human resources strategies and corporate initiatives for a specific human resources function.</p> <p>Provides analysis, advice, and education to executives and managers on human resources issues of a highly sensitive and complex nature.</p> <p>Manages the design and delivery of key corporate initiatives and/or projects. Consults with corporate leaders around strategic human resources issues.</p> <p>Participates in the development of human resources policies and practices that have broad impact. Ensures compliance with current laws, regulations, and contract provisions.</p> <p>May conduct or manage investigations on sensitive situations and negotiates settlements or issues to resolve differences.</p>	<p>Acts as a strategic consultant/expert in a specific human resources discipline for the entire Company and to Corporate Officers and department and division management. Conceptualizes and recommends broad human resources and organizational strategies. May also lead implementation efforts for broad human resources initiatives.</p> <p>Provides strategic analysis, advice, and education to executives and managers on broad human resources and organizational issues of a highly sensitive and complex nature.</p> <p>Directs the establishment of policies and practices that have Company wide impact. Develops and implements key organizational strategies. Ensures compliance with current laws, regulations, and contract provisions.</p> <p>Manages investigations on sensitive situations and negotiates settlements or issues to resolve differences.</p>
Decision Making & Impact	<p>Advises and recommends courses of action which have a minor to moderate departmental or business unit impact.</p>	<p>Advises and recommends courses of action which have a moderate Corporate impact or moderate to major departmental or business unit impact. Authority to negotiate to resolve differences.</p>	<p>Routinely advises and recommends courses of action which have a moderate to major Corporate impact or major business unit impact. Authority to negotiate to resolve differences.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Bachelor Degree in Human Resources or Business Administration, or related field or an equivalent combination of formal education, training, and experience.</p>	<p>Bachelor Degree in Human Resources or Business Administration, or related field or an equivalent combination of formal education, training, and experience.</p>	<p>Master's Degree in Human Resources or Business Administration, or related field or an equivalent combination of formal education, training, and experience.</p>

<b>Dimension</b>	<b>Human Resources Consultant 1</b>	<b>Human Resources Consultant 2</b>	<b>Human Resources Consultant 3</b>
<b>Job Code</b>	<b>HRC1</b>	<b>HRC2</b>	<b>HRC3</b>
Knowledge/Experience	Broad knowledge in a specific human resources discipline and Company policies/procedures and state/federal laws & regulations as they relate to that discipline. Typically possesses three or more years' experience working with human resources issues.	Thorough knowledge in a specific human resources discipline and Company policies/procedures and state/federal laws & regulations as they relate to that discipline. Typically possesses five or more years' experience working with human resources issues.	Expert knowledge in a specific human resources discipline and Company policies/procedures and state/federal laws & regulations as they relate to that discipline. Typically possesses ten or more years' experience working with human resources issues.

## HUMAN RESOURCES CONSULTANT - FACTOR MATRIX

Factor	Human Resources Consultant 1	Human Resources Consultant 2	Human Resources Consultant 3
Planning/Problem Solving	<ul style="list-style-type: none"> <li>• Is involved in resolving or trouble shooting daily operational issues, but doesn't get involved with broader departmental planning (exception rather than the rule).</li> <li>• Involved in short-term planning (how can I make my operation run more efficiently, how can I resolve client issues more effectively)?</li> <li>• Implements policy as established by HR management and/or senior consultants.</li> <li>• Provides analysis for review by senior professionals and management.</li> <li>• Concerned with daily operational workflow.</li> </ul>	<ul style="list-style-type: none"> <li>• Resolves both daily operational issues as well as project planning for key HR programs.</li> <li>• Provides to input to management on key HR strategies.</li> <li>• Develops ideas or concepts based on general direction from senior management and makes it into a final product.</li> <li>• Has both short and medium term perspective (up to one year).</li> <li>• Has the ability to translate the conceptual to the operational.</li> <li>• Analyzes issues from both an operational and strategic perspective.</li> <li>• Is considered an expert within an HR discipline and on related HR policies.</li> </ul>	<ul style="list-style-type: none"> <li>• Primarily responsible for project planning for key HR programs.</li> <li>• Primarily responsible for defining strategy, then passing it on to HR management and other HR professionals to carry out.</li> <li>• In conjunction with management, thinks futuristically. What will happen 2 - 3 years out?</li> <li>• Conceptual leader in a practice discipline or a senior expert in multiple disciplines; defines and operationalize broad HR strategies.</li> <li>• Leads project teams to translate the conceptual to the operational.</li> <li>• Is considered a technical or functional leader to other HR professionals. May integrate activities of multiple practice disciplines.</li> <li>• Develop and manage the development and implementation of Corporate Human Resources programs/projects. Ensure they are operationalized into the business.</li> <li>• Consults with senior management in developing, designing and implementing organizational design and change efforts.</li> </ul>
Contacts/Nature of Contacts	<ul style="list-style-type: none"> <li>• Works with other middle managers. Some exposure to senior management at the business unit level.</li> <li>• Provides policy information, persuades management on the best approach.</li> <li>• May work with peers on monitoring the flow of processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Works with middle and senior managers with exposure to executive management on both policy and planning issues.</li> <li>• Not only provides information but persuades in trying to set specific direction.</li> <li>• Works with peers on developing and implementing projects.</li> </ul>	<ul style="list-style-type: none"> <li>• Primarily deals with senior and executive management. Works with executives in making decision or influencing strategic direction at a high level.</li> <li>• Highly persuasive and focused on getting approval of philosophies</li> </ul>

Factor	Human Resources Consultant 1	Human Resources Consultant 2	Human Resources Consultant 3
Impact of Errors	<ul style="list-style-type: none"> <li>• Departmental impact; occasional business unit impact</li> <li>• Impact is transactional but really focuses on overall effectiveness on daily operation.</li> <li>• Errors are still correctable and won't have lasting effects on the Company.</li> </ul>	<ul style="list-style-type: none"> <li>• Business unit wide impact; some Company-wide impact.</li> <li>• Impact on effectiveness of specific business unit strategies.</li> <li>• Errors are correctable, but would have lasting effects on the business unit or the Company.</li> </ul>	<ul style="list-style-type: none"> <li>• Decisions typically impact the entire Company—a fundamental impact on how the Company operates—and is long term in nature.</li> <li>• Organizational impact not only affects specific strategies but broader Company philosophies.</li> <li>• An error in philosophy may have lasting effects on the Company.</li> </ul>
Discretion/Latitude	<ul style="list-style-type: none"> <li>• Makes decisions within parameters of established policy.</li> <li>• Makes recommendations on policy changes.</li> <li>• Focus less on daily work flow and less general policy issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Has broad authority to interpret HR policies.</li> <li>• Works with management or other HR professionals to address operational issues brought forth by management.</li> <li>• Regular focus on general policy issues</li> </ul>	<ul style="list-style-type: none"> <li>• Very broad focus encompassing widely varied disciplines.</li> <li>• Focus is on integrating different HR programs.</li> <li>• Regular focus on broad HR strategy.</li> </ul>
Accountability	<ul style="list-style-type: none"> <li>• Responsible for operations within a specific HR discipline.</li> <li>• Assessed on effectiveness of project implementation, transactional details.</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible for both operations and policy issues.</li> <li>• Assessed on overall effectiveness of project, what was done, goal-setting, assessment of issues, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads a Company-wide project team because the strategy/concept has a major impact on the Company.</li> <li>• Requires complex and detailed solutions. Assessed not just on implementation, but also on the soundness of the concept and potential for future success.</li> <li>• Accountable for the merit of ideas/concepts and judged on the general philosophy.</li> <li>• Drive culture change in a major organization</li> <li>• Understand and communicate key business strategies and initiatives to HR leadership</li> </ul>

## Internal Client Solutions Representative

**General Description:**

Advises, represents, and educates internal organizations regarding all products and services offered by the provider organization. Acts as a client organization advocate and is responsible for the client organization's satisfaction and the provider organization's performance. Analyzes and aligns products and services with client organization's business plans and needs.

Dimension	Internal Client Solutions Representative 1	Internal Client Solutions Representative 2
Job Code	ICS1	ICS2
Area of Responsibility	<p>Builds and maintains productive working relationships with client organizations.</p> <p>May develop detailed Service Agreements between client and provider organizations for each major project. Identifies specific products and services, performance expectations, costs and resources, shared responsibilities, and continuous project monitoring and adjustments as needed.</p> <p>Communicates with client organizations regarding provider organizations issues that impact their business needs or projects. Ensures that client organizations are aware of business alternatives as necessary.</p> <p>Plans, organizes, prioritizes, and oversees multiple concurrent projects which require delivery of products and services.</p> <p>Works with client and provider organizations to develop appropriate solutions that are consistent with business needs for both organizations.</p> <p>Identifies provider organization's work processing methods and participates in adjustments or redesigns if results will benefit user organization's business needs.</p>	<p>Assists the client organization manager in developing business agreements with senior management to formalize provider organization's spending plans, cost of services, and financial agreements for the upcoming year. Assists client organization in the development of business cases for pending projects.</p> <p>May functionally lead a project team and coordinate efforts to ensure the project's success.</p> <p>Builds and maintains productive working relationships with client organizations.</p> <p>May develop detailed Service Agreements between client and provider organizations for each major project. Identifies specific products and services, performance expectations, costs and resources, shared responsibilities, and continuous project monitoring and adjustments as needed.</p> <p>Communicates with client organizations regarding provider organizations issues that impact their business needs or projects. Ensures that client organizations are aware of business alternatives as necessary.</p> <p>Plans, organizes, prioritizes, and oversees multiple concurrent projects which require delivery of products and services.</p> <p>Works with client and provider organizations to develop appropriate solutions that are consistent with business needs for both organizations.</p> <p>Identifies provider organization's work processing methods and participates in adjustments or redesigns if results will benefit user organization's business needs.</p>
Decision Making & Impact	<p>Provides recommendations that have a major influence on provider and client organizations selection and/or delivery of products and services.</p>	<p>Provides recommendations that have a major influence on provider and client organizations selection and/or delivery of products and services.</p> <p>Supports and assists client managers in obtaining support from senior management for projects and expenditures.</p>

<b>Dimension</b>	<b>Internal Client Solutions Representative 1</b>	<b>Internal Client Solutions Representative 2</b>
<b>Job Code</b>	<b>ICS1</b>	<b>ICS2</b>
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in a specialized field or an equivalent combination of education, training, and experience.	Bachelor Degree in a specialized field or an equivalent combination of education, training, and experience.
Knowledge/Experience	<p>Broad knowledge of provider organization's products and services; client organization's business processes, challenges, needs, and opportunities for improvement.</p> <p>Typically possesses three or more years' experience developing, implementing, and/or marketing products and services.</p>	<p>Thorough knowledge of provider organization's products and services; client organization's business processes, challenges, needs, and opportunities for improvement.</p> <p>Typically possesses five or more years' experience developing, implementing, and/or marketing products and services.</p>

## Investigator

**General Description:**

Conducts investigations of high profile situations or incidents involving Company assets, ethical irregularities or sensitive HR or EO situations regarding a high level of risk, monetary exposure and/or adverse financial impact. Performs in–depth analysis and develops recommendations/systematic corrective actions which cross organizational boundaries and requires thorough technical knowledge to resolve.

Dimension	Investigator 1	Investigator 2
Job Code	INV1	INV2
Area of Responsibility	<p>Performs critical, confidential, and time sensitive investigations of high profile situations or incidents involving company assets, such as investigations involving large property losses environmental damage, significant damage to Company property, financial, operational, civil, or ethical irregularities, involving a high level of risk, monetary exposure, and/or adverse financial impact.</p> <p>Analyzes and evaluates investigation to reassess priorities, leads and direction. Recognize trends and develop recommendations/systematic corrective actions based upon identified patterns of conduct.</p> <p>Assignments require specialized technical knowledge, abilities, and, in some cases, expertise in the operational areas being investigated.</p> <p>Demonstrated experience with negotiation and conflict management is required.</p> <p>Demonstrates a high degree of creativity and latitude to effectively interface with high level governmental investigators, internal and external legal counsel, and a wide range of internal and external technical/subject matter experts.</p> <p>Conducts field or internal inspections with governmental investigators to ensure the Company’s compliance with applicable governmental laws and regulations.</p> <p>Evaluates the Company’s potential liability and performs risk analysis studies in order to determine appropriate Company actions to ensure compliance with applicable governmental regulations, company policies, and maintain maximum protection of Company assets.</p> <p>Takes necessary steps to resolve situations such as negotiating settlements with claimants or their legal representatives, when appropriate.</p>	<p>Leads critical, confidential, and time sensitive investigations of high profile situations or incidents involving Company assets, such as investigations involving large property losses, environmental damage, significant damage to Company property, financial, operational, criminal, civil, or ethical irregularities, as well as sensitive HR or EO situations involving a high level of risk, monetary exposure, and/or adverse financial impact, including significant asset loss or potential sanctions against the Company.</p> <p>Analyzes and evaluates investigation to reassess priorities, leads and direction. Recognize trends and develop recommendations/systematic corrective actions based upon identified patterns of conduct.</p> <p>Assignments require expert technical knowledge, abilities, and, in some cases, expertise in the operational areas being investigated.</p> <p>Demonstrated experience with negotiation and conflict management is required.</p> <p>Demonstrates a high degree of creativity and latitude to effectively interface with high level governmental investigators and leaders, internal and external legal counsel, and a wide range of internal and external technical/subject matter experts.</p> <p>Leads field or internal inspections with governmental investigators to ensure the Company’s compliance with applicable governmental laws and regulations.</p> <p>Evaluates the Company’s potential liability and performs risk analysis studies in order to determine appropriate Company actions to ensure compliance with applicable governmental regulations, Company policies, and maintain maximum protection of Company assets.</p> <p>Takes necessary steps to resolve situations such as negotiating settlements with claimants or their legal representatives, when</p>

Dimension	Investigator 1	Investigator 2
Job Code	INV1	INV2
	<p>Make recommendations to senior management on operational changes.</p> <p>Manages multiple diverse projects concurrently. Exercises strong initiative and sound judgment in determining appropriate courses of action. Solves complex problems with timely and innovative solutions, and builds solid business relationships to ensure organizational success.</p> <p>Represents the Company at legal or regulatory proceedings.</p> <p>Required to submit complex written reports, with few corrections, in a timely manner.</p> <p>Liaison with government officials, when applicable.</p> <p>Provides support and direction to in-house and outside Counsel or division management during all phases of the investigation and resolution process.</p> <p>Recommends strategic business decisions on investigation and trial/hearing strategies, which impact the exposure to the Company. Results may have utility industry impact relative to the law and industry standards.</p> <p>Performs in-depth analysis and, develops recommendations to address customer and/or Company problems/issues which cross organizational boundaries and require thorough technical knowledge to resolve.</p> <p>Provides consulting expertise on an as-needed basis to department and division management, customers, and client organizations on specialized issues.</p> <p>Working with senior management, provides insight and strategy for Company on issues with governmental agencies such as the Public Utilities Commission, Department of Forestry, Occupational Safety and Health Administration, Department of Homeland Security and Federal, State and local police and fire departments. May also interact with other state and federal agencies such as the Department of Fair Employment and Housing (DFEH) or Equal Employment Opportunity (EEOC) to resolve employee complaints of discrimination or harassment.</p>	<p>appropriate.</p> <p>Make recommendations to senior management on operational changes.</p> <p>Develops policies and best practices to achieve key operational and related goals. Provides leadership, direction, training, and mentoring to co-workers.</p> <p>Manages and leads multiple diverse projects/investigations concurrently. Exercises strong initiative and sound judgment in determining appropriate courses of action. Creates and sustains a high performance team environment, solves complex problems with timely and innovative solutions, and builds solid business relationships to ensure organizational success.</p> <p>Represents the Company at legal or regulatory proceedings.</p> <p>Required to submit complex, accurately written reports in a timely manner.</p> <p>Liaison with government officials, when applicable.</p> <p>Provides support and direction to in-house and outside Counsel or senior management during all phases of the investigation and resolution process.</p> <p>Makes strategic business decisions on investigation and trial strategies, which impact the exposure to the Company. Results may have utility industry impact relative to the law and industry standards.</p> <p>Performs in-depth analysis and develops recommendations to address customer and/or Company problems/issues which cross organizational boundaries and require thorough technical knowledge to resolve.</p> <p>Routinely advises and recommends course of action which will have a moderate to major Corporate impact or major Business Unit impact. Provides consulting expertise on an as-needed basis to senior management, customers, and client organizations on specialized claims issues.</p> <p>Working with senior management, provides insight and strategy for Company on issues with governmental agencies such as the Public Utilities Commission, Department of Forestry, Occupational Safety and</p>



Dimension	Investigator 1	Investigator 2
Job Code	INV1	INV2
		<p>Health Administration, Department of Homeland Security and Federal, State and local police and fire departments. May also interact with other state and federal agencies such as the Department of Fair Employment and Housing (DFEH) or Equal Employment Opportunity (EEOC) to resolve employee complaints of discrimination or harassment.</p> <p>Provides training to work groups at all levels of the enterprise.</p>
Decision Making & Impact	Very influential in the evaluation of the Company's liability and on final decisions on settlements or operational changes that may have a major financial impact on the Company.	Extremely influential in the evaluation of the Company's liability and on final decisions on case settlements or operational changes that may have a major financial impact on the Company.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor's Degree in Business, Engineering, Criminal Justice, Public Administration, Human Resources or Police Science or an equivalent combination of education, training, and experience.	<p>Bachelor's Degree in Business, Engineering, Criminal Justice, Public Administration, Human Resources or Police Science or an equivalent combination of education, training, and experience.</p> <p>Certification as Certified Protection Professional, Professional Certified Investigator, Certified Forensic Interviewer or Certified Fraud Examiner preferred.</p>
Knowledge/Experience	<p>Typically possesses 6 or more years of strong working knowledge of the Company's operational practices and the demonstrated ability to investigate, evaluate, negotiate, and resolve claims for and against the Company.</p> <p>Advanced working knowledge of general investigative methods and techniques.</p> <p>Strong working knowledge of litigation methodology and procedures.</p> <p>Broad knowledge of specific technical disciplines related to the functional areas that are to be investigated, equivalent to a journey level technical professional.</p> <p>Strong working knowledge of contract and tort law, and other governmental regulations relating to the technical discipline and/or the electric utility industry. Strong working knowledge of corporate policies and procedures.</p>	<p>Typically possesses 10 or more years of advanced working knowledge of the Company's operational practices and the demonstrated ability to investigate, evaluate, negotiate, and resolve claims for and against the Company.</p> <p>Expert knowledge of general investigative methods and techniques.</p> <p>Advanced working knowledge of litigation methodology and procedures.</p> <p>Expert knowledge of specific technical disciplines related to the functional areas that are to be investigated, equivalent to a senior level technical professional.</p> <p>Strong working knowledge of contract and tort law, and other governmental regulations relating to the technical discipline and/or the electric utility industry. Advanced working knowledge of corporate policies and procedures.</p>

Dimension	Investigator 1	Investigator 2
Job Code	INV1	INV2
	<p>Knowledge of internet, MS Office and database search engines.</p>	<p>Knowledge of internet, MS Office and database search engines.</p> <p>Project management experience is required.</p> <p>Completion of formal investigative training at a recognized institution or law enforcement academy.</p> <p>Demonstrated knowledge of federal, state and local laws and rules of evidence.</p>

## Inspector - Quality Control

**General Description:**

Performs or provides work direction for quality control (QC) site and source inspections, regulatory compliance, inspections, surveys, and surveillance on new construction, retrofit, maintenance and overhaul projects throughout the Company. Verifies that equipment, materials, and replacement parts are manufactured, received, stored, and installed in accordance with applicable specifications, codes, standards, and regulatory guides.

Dimension	Inspector - Quality Control 1	Inspector - Quality Control 2	Inspector - Quality Control 3	Inspector - Quality Control 4
Job Code	IQC1	IQC2	IQC3	IQC4
Area of Responsibility	<p>Performs site and source material service, operations, maintenance, welding, and first article inspections as directed to ensure compliance with QC program requirements.</p> <p>Performs general surveillance of safety-related and non-safety related activities.</p> <p>Performs receiving inspections of all material and equipment. Performs tests, reviews results, and verifies calibration of equipment as required.</p>	<p>Prepares inspections plans and bid specifications. Conducts and documents inspections, takes samples, and performs tests using special instruments and equipment. Performs and witnesses non-destructive examinations. Reviews maintenance procedures and establishes QC witness/hold points. Provides interpretation of laboratory test results. Ensures compliance with applicable QC program and federal, state, and industry codes and requirements.</p> <p>Performs technical reviews of contractor and supplier quality control programs and supplier technical capability. Validates credentials of suppliers performing special processes such as welding, NDE, and heat treating and makes recommendations.</p> <p>Performs QC inspections at supplier locations during the production and fabrication process of materials and parts, procedures, records, and calibration data to ensure compliance.</p> <p>Performs receiving inspection of all material and equipment (performs tests, reviews results, and verifies calibration of equipment as required).</p>	<p>Plans, conducts, and documents inspections of all safety-related and non-safety related installation, repair, and maintenance work related to the construction, operation, modification, design change, equipment procurement, and parts manufacturing at Company or supplier facilities to ensure conformance with all applicable QC programs and federal, state, and industry codes and requirements.</p> <p>Performs duties within the respective discipline certification program including the establishment of QC inspection and acceptance criteria, conducting examinations, and performing technical evaluations.</p> <p>Assesses work performance, provides analysis, codes requirements, identifies anomalies, and provides corrective recommendations.</p> <p>May act as a lead on projects, providing work direction, scheduling, and technical guidance for Company or contract personnel.</p>	<p>Plans, conducts, and documents inspections and tests of safety related and non-safety related installation, repair and maintenance work related to the construction, operation, modification, design change, equipment procurement, and parts manufacturing at the San Onofre Nuclear Generation Site (SONGS) or supplier facilities to ensure conformance with Nuclear programs and federal, state, industry codes and standards, regulatory guides, station technical specifications, approved drawings, and quality program procedures.</p> <p>Performs duties within the respective Nuclear QC Certification program discipline such as the establishment of QC Inspection and acceptance criteria, conducting examinations, performing tests and analysis, and performing technical evaluations. Conducts technical training within their area of expertise. Typically performs duties associated with a Level III certification.</p> <p>Evaluates work performance, provides in-depth analysis, evaluates code requirements, identifies anomalies, and provides recommendations.</p>

<b>Dimension</b>	<b>Inspector - Quality Control 1</b>	<b>Inspector - Quality Control 2</b>	<b>Inspector - Quality Control 3</b>	<b>Inspector - Quality Control 4</b>
<b>Job Code</b>	<b>IQC1</b>	<b>IQC2</b>	<b>IQC3</b>	<b>IQC4</b>
Area of Responsibility (continued)		Analyzes equipment and components for repair. Provides analysis, codes requirements, and recommends repair or refurbishment techniques.		May act as lead on projects, providing work direction, scheduling, and technical guidance for quality related activities supporting the safety and reliability of the nuclear power plant operations.
Decision Making & Impact	Provides recommendations to supervision on work-related matters.	Provides recommendations to management within area of expertise.	Provides recommendations to management regarding QC inspection matters.	Provides quality and technical recommendations to management which relate to program development, specific projects or tasks.
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>A combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate, including a combination of training, certifications, and experience in engineering, physical science or QC inspection and testing techniques.</p> <p>Pursuing certifications as required in area of expertise from recognized certifying organizations.</p>	<p>A combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate, including a combination of training, certifications, and experience in engineering, physical science or QC inspection and testing techniques.</p> <p>Possesses certifications as required in area of expertise from recognized certifying organizations.</p>	<p>Bachelor Degree in Engineering, physical sciences, or other technical field or an equivalent combination of training, certifications, and experience.</p> <p>Possesses multiple certifications required in area of expertise from recognized certifying organizations.</p>	<p>Bachelor Degree in engineering, physical sciences, or other technical field or an equivalent combination of training, certifications, and experience.</p> <p>Possesses multiple certifications as identified by the Nuclear Certification Program, ANSI 45.2-6, ASNT-TC-1A, or ASME section XI VT.</p> <p>Holds or has held professional certification, from a related professional organization, and has demonstrated competent use and application of these skills in a nuclear power plant environment.</p>

<b>Dimension</b>	<b>Inspector - Quality Control 1</b>	<b>Inspector - Quality Control 2</b>	<b>Inspector - Quality Control 3</b>	<b>Inspector - Quality Control 4</b>
<b>Job Code</b>	<b>IQC1</b>	<b>IQC2</b>	<b>IQC3</b>	<b>IQC4</b>
Knowledge/Experience	<p>Broad knowledge of inspection, testing, and non-destructive examination techniques and practices, use of specialized equipment, and all applicable codes, standards, and regulations in at least one discipline. Broad knowledge of electrical, mechanical, or civil construction industry practices, safety, and operations and maintenance of industrial facilities and buildings.</p> <p>Typically possesses two or more years' experience in a craft job at an electrical power plant. Demonstrated experience in at least one primary discipline or method.</p>	<p>Thorough knowledge of inspection, testing, and non-destructive examination techniques and practices, use of specialized equipment, and all applicable codes, standards, and regulations in at least one discipline. Broad knowledge of electrical, mechanical, or civil construction industry practices, safety, and operations and maintenance of industrial facilities and buildings.</p> <p>Typically possesses three or more years' experience in a craft job or QC inspection experience at an electrical power plant. Demonstrated experience in at least one primary discipline or method.</p>	<p>Thorough knowledge of inspection, testing, and non-destructive examination techniques and practices, use of specialized equipment, and all applicable codes, standards, and regulations in at least one discipline and a general knowledge in another discipline. Broad knowledge of electrical, mechanical, or civil construction industry practices, safety, and operations and maintenance of industrial facilities and buildings.</p> <p>Typically possesses five or more years' experience, depending on level of education, of applicable power plant experience related to area of expertise. Demonstrated experience in at least one primary discipline or method.</p>	<p>Thorough knowledge of inspection, testing, nondestructive examination techniques/practices, the use of specialized equipment, boiler and pressure vessel codes, and NRC and industry codes and regulations, in one or more disciplines. Broad knowledge of the principles or electrical, mechanical, or civil construction.</p> <p>Typically possesses six or more years' experience, depending on level of education, or level or nuclear power plant experience. Demonstrated experience in at least one primary discipline or method.</p>

## Inspector - Surveillance

**General Description:**

Coordinates contract construction, maintenance and/or equipment and material expediting activities in support of departmental operating requirements. Facilitates activities in an effective sequence by monitoring tasks and expenditures, compiling data, tracking and reporting status, and maintaining reference information and databases. Performs visual inspections and surveillance to ensure activities are performed in accordance with corporate, contract, governmental, and regulatory agency requirements.

Dimension	Inspector - Surveillance 1	Inspector - Surveillance 2
Job Code	ISU1	ISU2
Area of Responsibility	<p>Performs visual site and source inspections including job walks and surveillance of work practice within job site facilities to ensure compliance with federal, state, and Company rules and regulations.</p> <p>Prepare plans, schedule inspections, document discrepancies, and non-conformance, and prepares reports. Prepares “as built” maps; verifies all field measurements and accounts for deviations from specifications.</p> <p>Inspects overhead and underground line construction for compliance with Company and government rules and practices.</p> <p>Administers service contracts and coordinates activities between the Company and contractors to review work projects.</p> <p>Identifies and evaluates hazardous conditions, safety deficiencies, violations, and unsafe work practices. Provides recommendations for corrective action.</p>	<p>Evaluates effectiveness of projects and institutes changes as needed. Exercises own judgment within broad guidelines to adjust schedules, reallocate contract resources, and report on project status.</p> <p>Prepare plans, schedule inspections, document discrepancies, and non-conformance, and prepares reports. Prepares “as built” maps; verifies all field measurements and accounts for deviations from specifications.</p> <p>Administers service contracts and coordinates activities between the Company and contractors to review work projects.</p> <p>May lead a group and/or provide functional direction to other professionals.</p> <p>Follows broad guidelines and objectives.</p>
Decision Making & Impact	<p>Provides advice on inspection requirements in the area of expertise and recommendations to management in the area of compliance to avoid citations.</p>	<p>Provides information and recommendations, as necessary, which could influence decisions having a moderate corporate and/or departmental impact.</p> <p>Negotiates and makes adjustment to contract projects as deemed appropriate.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p>	<p>Bachelor Degree in Business or related field or an equivalent combination of education, training and experience.</p>
Knowledge/Experience	<p>Thorough knowledge of Company work rules, regulations and polices, construction methods, procedures and standards, and contract administration.</p> <p>Typically possesses two or more years of experience performing surveillance and investigations.</p>	<p>Thorough knowledge of Company work rules, regulations and polices, construction methods, procedures and standards, and contract administration.</p> <p>Typically possess five or more years of related experience.</p>

## Information Technology Specialist/Engineer

**General Description:**

Designs, analyzes, evaluates, tests, debugs and implements systems programs and solutions in support of various functional areas. Analyzes, installs, acquires, modifies and supports operating systems, database or utilities software. Plans, conducts and directs the analysis of business problems to be solved with automated systems. Establishes database management systems, standards, structure, documentation, guidelines, upgrades, security protection, and quality assurance.

Dimension	IT Specialist 1	IT Specialist 2	IT Specialist 3	IT Specialist 4	IT Specialist/ Engineer 5	IT Specialist/ Engineer 6
Job Code	ITS1	ITS2	ITS3	ITS4	ITS5	ITS6
Area of Responsibility	As directed and according to established procedures and practices, provides technical analysis in data planning, engineering, and design. May provide basic analysis for implementation techniques and tools for the most efficient solutions to system problems of limited scope and system installation.	Provides complex technical analysis in data planning, engineering and design after considering alternatives through independent research and analysis. Performs systems planning; analyzes alternatives and recommends innovative technologies that will enhance the current system.	Performs extensive technical analysis in data planning, engineering and design. Makes decisions on recommendations for programs and projects development and implementation. Coordinates with users to determine requirements.	Performs in-depth analysis of the highest-level technical issues. In-depth experience designing and implementing information solutions. Ensures that system improvements are successfully implemented. Works on issues involving and impacting leading edge and/or future technologies and business issues to accomplish short-term business objectives.  Provides technical engineering and/or architectural guidance on an as-needed basis.	Performs highly conceptual and/or broad level analysis of the highest-level technical issues. Works on issues involving and impacting leading edge and/or future technologies and business issues to accomplish critical and/or long-term business objectives. Independently establishes guidelines, methods and processes that are viewed as the functional area standard.  Provides technical engineering and/or architectural guidance, and leadership to high-level project teams and/or senior managers and executives.	Please contact your Compensation Consultant or Strategic Business Team member for information.

<b>Dimension</b>	<b>IT Specialist 1</b>	<b>IT Specialist 2</b>	<b>IT Specialist 3</b>	<b>IT Specialist 4</b>	<b>IT Specialist/ Engineer 5</b>	<b>IT Specialist/ Engineer 6</b>
<b>Job Code</b>	<b>ITS1</b>	<b>ITS2</b>	<b>ITS3</b>	<b>ITS4</b>	<b>ITS5</b>	<b>ITS6</b>
Decision Making & Impact	<p>Receives specific, detailed instructions on new projects or assignments.</p> <p>Contributes to the completion of routine work that has a minor impact at the organizational level.</p>	<p>Receives general instructions on new projects or assignments.</p> <p>Responsible for the completion of milestones associated with specific projects. Recommends approach to solutions after careful analysis of alternatives that typically have a moderate impact at the organizational level.</p>	<p>Works under minimal direction.</p> <p>Responsible for the completion of most programs and projects.</p> <p>Independently determines and develops approach to solutions that typically have a moderate impact at the organizational level.</p>	<p>Work is performed without appreciable direction.</p> <p>Guides the successful completion of major programs and may function in a project leadership role.</p> <p>Exercises considerable latitude in determining technical objectives of assignment that typically has a major impact at the organizational level.</p>	<p>Works under consultative direction toward predetermined long-range goals and objectives.</p> <p>Develops advanced technological ideas and guides the development into a final project which require major decisions making or recommendations that have a major long-term impact at the organizational level.</p>	
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Bachelor Degree in specialized field or an equivalent combination of education, training, and experience.</p> <p>Specialized education or certification may be required.</p>	<p>Bachelor Degree in specialized field or an equivalent combination of education, training, and experience.</p> <p>Specialized education or certification may be required.</p>	<p>Bachelor Degree in specialized field or an equivalent combination of education, training, and experience.</p> <p>Specialized education or certification may be required.</p>	<p>Bachelor Degree in specialized field or an equivalent combination of education, training, and experience. Master's Degree is preferred.</p> <p>Specialized education or certification may be required.</p>	<p>Bachelor Degree in specialized field or an equivalent combination of education, training, and experience. Master's Degree is highly preferred. Ph.D. degree preferred.</p> <p>Specialized education or certification may be required.</p>	



<b>Dimension</b>	<b>IT Specialist 1</b>	<b>IT Specialist 2</b>	<b>IT Specialist 3</b>	<b>IT Specialist 4</b>	<b>IT Specialist/ Engineer 5</b>	<b>IT Specialist/ Engineer 6</b>
<b>Job Code</b>	<b>ITS1</b>	<b>ITS2</b>	<b>ITS3</b>	<b>ITS4</b>	<b>ITS5</b>	<b>ITS6</b>
Knowledge/ Experience	<p>General knowledge in appropriate field, usually obtained through extensive training and work experience.</p> <p>Typically possesses one to two years' experience in the field performing analysis or related functions.</p>	<p>Broad knowledge in appropriate field, usually obtained through extensive training and work experience.</p> <p>Typically possesses three or more years' experience in the field performing analysis and providing recommendations.</p>	<p>Thorough knowledge in appropriate field. Recognized internally as an expert in field. Fully competent career level.</p> <p>Limited number of personnel available with knowledge and abilities.</p> <p>Typically possesses six or more years' experience in the field performing analysis and providing recommendations.</p>	<p>Extensive knowledge in the appropriate field. Recognized internally and externally as an expert in the field.</p> <p>Limited number of personnel available with knowledge and abilities.</p> <p>Typically possesses nine or more years' experience in the field performing complex analysis, consulting, and providing recommendations.</p>	<p>Advanced knowledge in the appropriate field. Recognized internally and externally as a primary leader and expert in the field.</p> <p>Very limited number of personnel available with knowledge and abilities.</p> <p>Typically possesses twelve or more years' experience in the field performing complex and conceptual analysis, consulting, project management, and providing recommendations.</p>	

## Legal Administrative Assistant

### General Description:

Performs advanced administrative and secretarial duties to attorneys representing the Company in a variety of litigation, transactional and regulatory practice areas. Handles corporate filings with the Securities and Exchange Commission, regulatory filings with the California Public Utilities Commission (CPUC), Federal Energy Regulatory Commission (FERC) and Federal and State court filings. Handles highly confidential and sensitive information and must maintain confidentiality; responds to or routes external and internal inquiries; schedules hearings, depositions and court appearances; maintains/updates calendars and coordinates meetings including logistics.

Dimension	Legal Administrative Assistant	
Job Code	LAA1	LAA2
Area of Responsibility	N/A	<p>Supports two to four attorneys (Attorney, Senior Attorney, Section Director or Assistant/Associate General Counsel) by performing a wide variety of complex, legal administrative tasks. Deals daily with highly confidential information that has department and/or corporate impact.</p> <p>Prepares corporate transactional documents, briefs, pleadings, memoranda, settlement agreements, contracts, court filings, regulatory filings, and other legal documents.</p> <p>Files legal documents with the courts, commissions, or other governmental agencies.</p> <p>Handles all aspects of Regulatory filings with CPUC and FERC including creating, editing, and updating pleadings and testimony; filing pleadings with the appropriate agency; uploads filed documents to internal document repository; submits appropriate documents for publishing; serves documents to external parties and performs all other regulatory filing duties assigned.</p> <p>Maintains confidential personal and time off information for their assigned attorneys.</p>
Decision Making & Impact	N/A	<p>Determines the appropriate handling of confidential and sensitive information when the attorney is not available.</p> <p>Provides information and recommendations which could influence decision having moderate corporate and departmental impact. Makes adjustment to schedules as deemed appropriate.</p>
Education, Certificates, and/or Licenses (Minimum Requirements)	N/A	<p>A combination of formal education, training, and experience to gain knowledge, skills, abilities generally equivalent to those possessed by a high school graduate.</p> <p><i>Legal Secretary Certificate and/or post-high school education preferred.</i></p>
Knowledge/Experience	N/A	<p>A minimum of three years of legal secretarial experience while typically possess more than five years' of experience performing advanced administrative and legal secretarial functions for a private law firm or corporate legal department. Knowledge of current federal and state court rules.</p> <p>Proficient knowledge of personal computer software, on-line applications, office equipment, filing systems, Microsoft Office Suite, SharePoint, OneDrive, Compulaw, Skype for Business and other related technology systems.</p> <p>Demonstrated experience in project scheduling, tracking and prioritization with strong organization skills and attention to detail.</p>
Testing		Test(s) Required

## Librarian

**General Description:**

Facilitates the activities of the Corporate or Law Library as related to providing technical and non-technical research material and information dissemination.

Dimension	Librarian 1	Librarian 2
Job Code	LIB1	LIB2
Area of Responsibility	<p>Analyzes and conducts client information requests, ensures catalog integrity, and locates and initiates requests for document acquisition of items not available in the library collection.</p> <p>Prepares various reports and coordinates distribution of bi-monthly publications. Facilitates the periodical function which includes reviewing routing lists and providing weekly/monthly circulation statistics of collection usage. Retrieves overdue items from clients.</p> <p>Assists in the development and establishment of library policies and practices.</p> <p>Recommends publications such as periodicals, books, and services to be purchased based on knowledge of Company needs.</p>	<p>Oversees processing of client information requests, catalog integrity, preparation and coordination of bi-monthly publications and the ordering/maintenance/lending of library reference materials.</p> <p>Oversees the preparation of various reports, statistics, studies, and projects, such as usage results or needs analysis, to determine cost effectiveness of resources and services.</p> <p>Develops and establishes procedures and policies for library practices. Evaluates the library collection and systems. Develops and implements literature search strategies.</p> <p>Develops and administers the annual and forecasted library budget based on expected operations and business conditions.</p> <p>May provide direction to other library personnel.</p>
Decision Making & Impact	Provides recommendations on decisions that may have a minor financial impact on library operations.	Provides final decisions regarding library collection and strategies for providing information resources to clients. May have minor financial impact on library operations.
Education, Certifications, and/or Licenses (Minimum Requirements)	Master's Degree in Library Science or an equivalent combination of education, training, and experience.	Master's Degree in Library Science or an equivalent combination of education, training, and experience.
Knowledge/Experience	<p>Thorough knowledge of library science.</p> <p>Typically possesses two or more years' experience in a corporate library, law library, or information center.</p>	<p>Advanced knowledge of library science and technological changes affecting the delivery of information resources to the client base.</p> <p>Typically possesses three or more years' experience in a corporate library, law library, or information center.</p>

## Land Services Assistant/Agent

### General Description:

Determines, or directs others to determine, land rights the Company holds. Negotiates and/or manages, or supports those who negotiate and /or manage, property or projects on behalf of the Company involving the lease, license, exchange, settlement and/or protection of Company real property assets and rights in compliance with legal, technical, and Corporate requirements. Researches and prepares miscellaneous reports and may participate on cross-functional teams to analyze property rights and conduct feasibility studies.

Dimension	Land Services Assistant 1	Land Services Assistant 2	Land Services Agent 3	Land Services Agent 4	Land Services Agent 5
Job Code	LSA1	LSA2	LSA3	LSA4	LSA5
Area of Responsibility	<p>Gathers information from maps in order to perform rights check on property. Assist in writing legal descriptions.</p> <p>Resolves land issues by gathering data, driving to various locations, taking pictures and ordering survey services to facilitate the resolution of issues.</p>	<p>Resolves land issues by gathering data, driving to various locations, taking pictures and ordering survey services to facilitate the resolution of issues.</p> <p>Processes license agreements and secures quitclaims. Writes legal descriptions, such as quitclaims, consents, and easements. Prepares appraisal requests and temporary entry permits.</p> <p>Researches and prepares various reports, such as quitclaim summary reports, computer input data, infraction reports, water rights reports, and requests acreage reports. Maintains databases for on-line reports.</p> <p>May assist LSA 3/4/5 in some aspects of performing property rights studies or preparing closing documents. May serve in a limited capacity, as a trainee, learning the negotiation and land development/use aspects of the LSA 3/4/5 roles.</p>	<p>Under general guidance, manages property and/or performs transactions involving the lease, licensing, permits, consents, for third party development, use, exchange, settlement and/or protection of Company-owned real property assets and rights.</p> <p>Participates in the development, negotiation, and administration of contracts/agreements and amendments to contracts/agreements involving right-of-way, land use, and easements of Company-owned real property assets and rights as required.</p> <p>Maximizes revenue for the Company by coordinating the marketing of the asset(s), ascertaining the highest and best use, negotiating the contract, and making recommendations for contract awards of minor to moderate value.</p> <p>Establishes and maintains positive working relationships with clients, customers and representatives of governmental agencies as well as Corporate managers, supervisory and non-</p>	<p>Represents the Company as a primary contact in property management and/or transactions involving the lease, licensing, permits, consents, for third party development, use, exchange, settlement and/or protection of Company-owned real property assets and rights.</p> <p>Participates in and may direct the development, negotiation, and administration of contracts/agreements involving right-of-way, land use, and easements of Company-owned real property assets and rights. Negotiates amendments to contracts/agreements as required.</p> <p>Interprets contract provisions and resolves preliminary disputes.</p> <p>Maximizes revenue for the Company by coordinating the marketing of the asset(s), ascertaining the highest and best use, negotiating the contract, and making recommendations for contract awards of moderate value.</p> <p>Establishes and maintains positive working</p>	<p>Represents the Company as a key point of contact in property management and/or transactions involving the lease, licensing, permits, consents, for third party development, use, exchange, settlement and/or protection of Company-owned real property assets and rights.</p> <p>Initiates, directs and/or participates in the development, negotiation, and administration of contracts/agreements involving right-of-way, land use, and easements of Company-owned real property assets and rights. Negotiates amendments to contracts/agreements as required. Typically works on the most complex or politically sensitive transactions.</p> <p>Interprets contract provisions and resolves unusual or politically sensitive disputes. Provides advice to management on contractual implications of the Company's lessors' or clients' actions.</p> <p>Act as the project lead on various customer requests that impact SCE land rights. This may require</p>

<b>Dimension</b>	<b>Land Services Assistant 1</b>	<b>Land Services Assistant 2</b>	<b>Land Services Agent 3</b>	<b>Land Services Agent 4</b>	<b>Land Services Agent 5</b>
<b>Job Code</b>	<b>LSA1</b>	<b>LSA2</b>	<b>LSA3</b>	<b>LSA4</b>	<b>LSA5</b>
			<p>supervisory personnel.</p> <p>May participate in property rights and feasibility studies, forecasts, trend studies, and revenue projections. Reviews and analyzes potential impact of local, state, and federal regulation decisions when required. Some interaction with internal and external contacts is expected.</p>	<p>relationships with clients, customers and representatives of governmental agencies as well as Corporate managers, supervisory and non-supervisory personnel.</p> <p>May participate in property rights and feasibility studies, forecasts, trend studies, and revenue projections. Reviews and analyzes potential impact of local, state, and federal regulation decisions when required. Significant interaction with internal and external management contacts is expected.</p> <p>On occasion, may provide functional direction to other agents.</p>	<p>establishing and managing a project team in order to meet project delivery and customer expectations.</p> <p>Ensures achievement of maximum revenue for the Company by directing/coordinating the marketing process, ascertaining the highest and best use, and making recommendations for contract awards of major value.</p> <p>Establishes and maintains positive working relationships with clients, customers and representatives of governmental agencies as well as Corporate Officers, managers, supervisory and non-supervisory personnel.</p> <p>May require working at different work locations and overnight travel to meet project or training objectives.</p> <p>May perform property rights and feasibility studies, forecasts, trend studies, and revenue projections. Reviews and analyzes potential impact of local, state, and federal regulation decisions when required. Frequent interaction with internal and external contacts at the highest management level is expected.</p> <p>Provides functional direction and training to other agents and assistants.</p>

<b>Dimension</b>	<b>Land Services Assistant 1</b>	<b>Land Services Assistant 2</b>	<b>Land Services Agent 3</b>	<b>Land Services Agent 4</b>	<b>Land Services Agent 5</b>
<b>Job Code</b>	<b>LSA1</b>	<b>LSA2</b>	<b>LSA3</b>	<b>LSA4</b>	<b>LSA5</b>
Decision Making & Impact		Provides information as necessary which could influence decisions having a minor corporate and/or departmental impact.	Provides advice, solutions, and recommendations on decisions having minor to moderate impact on the Corporation.  Limited decision making, consistent with organizational authorization levels.	Provides advice, solutions, and recommendations on decisions having moderate to major impact on the Corporation.  Limited influences on final decisions.  On a limited basis, may make final decisions consistent with organizational authorization levels.	Provides advice, solutions, and recommendations on decisions having major impact on the Corporation.  Highly influential on final decisions.  May make final decisions consistent with organizational authorization levels.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.  Valid California Drivers License is required.	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.  Valid California Drivers License is required.	Associate degree in Business or related field or an equivalent combination of education, training, and experience.  Valid California Drivers License is required.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.  Valid California Drivers License is required.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience.  Valid California Drivers License is required.
Knowledge/Experience	General knowledge of real estate practices and principles, personal computer software, on-line applications, map reading, and departmental policies and procedures.  Typically possesses one or more years experience in a real estate environment.	Broad knowledge of real estate practices and principles, personal computer software, on-line applications, map reading, and departmental policies and procedures.  Typically possesses three to four years experience in a real estate environment.	General knowledge of Company organizations, policies, and procedures.  Typically possesses one to three or more years experience in negotiating and sales of real property.	Broad knowledge of Company organizations, policies and procedures, and specifics associated with professional field.  Typically possesses three to five or more years experience in negotiating and sales of real property.	Thorough knowledge of Company organizations, policies and procedures, and specifics associated with professional field.  Typically possesses five to seven or more years experience in various right-of-way management disciplines, negotiating and sales of real property.  Act as the subject matter expert (SME) on multiple project teams and while interfacing with clients and customers.
Testing	Test(s) Required	Test(s) Required			

## Mail Assistant

**General Description:**

Receives, sorts, and delivers mail and supplies. Maintains accurate logs and records pertaining to the distribution of mail, equipment, data, and supplies. Utilizes on-line directory to determine proper routing of mail and supplies and reports any discrepancies.

Dimension	Mail Assistant 1	Mail Assistant 2	Mail Assistant 3
Job Code	MAL1	MAL2	MAL3
Area of Responsibility	<p>Ensures that mail and supplies are sorted and delivered in a timely and accurate manner.</p> <p>May operate Company vehicle to transport mail and supplies.</p> <p>May provide clerical support.</p>	<p>Ensures that mail, equipment, data, and supplies are sorted and delivered in a timely and accurate manner.</p> <p>Investigates and resolves problems such as misrouted or lost mail, equipment, data, and supplies.</p> <p>Operates and maintains Company vehicles and equipment such as bursters, decollators, and postage meters.</p> <p>May occasionally provide back-up to satellite mail center.</p>	<p>Responsible for the efficient operation of the Satellite Mail Center. May provide functional direction to other Company personnel.</p> <p>Ensures that mail, equipment, data, and supplies are sorted and delivered in a timely and accurate manner.</p> <p>Operates and maintains Company vehicles and equipment such as bursters, decollators, and postage meters.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p> <p>Valid California Driver's License is required.</p>	<p>A combination of formal education, training and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p> <p>Valid California Driver's License is required.</p>	<p>A combination of formal education, training and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.</p> <p>Valid California Driver's License is required.</p>
Knowledge/Experience	<p>General knowledge of policies, practices, and procedures of the department and the U.S. Postal Service.</p> <p>Typically possesses zero to one year experience in mail routing.</p>	<p>Broad knowledge of policies, practices, and procedures of the department and the U.S. Postal Service. Broad knowledge of internal office equipment and on-line systems.</p> <p>Typically possesses two to three years' experience in mail routing.</p>	<p>Broad knowledge of policies, practices, and procedures of the department and the U.S. Postal Service. Broad knowledge of internal office equipment and on-line systems.</p> <p>Typically possesses four or more years in mail routing.</p>
Testing	Test(s) Required	Test(s) Required	Test(s) Required

## Manager

**General Description:**

Possesses the overall responsibility for an organization such as a department/division/region/facility or plant involved with major Company business activities. Establishes and develops business objectives and plans. Manages and allocates financial and employee resources. Provides leadership to staff including counseling, training and development, salary administration, selection and/or approval of selected personnel, affirmative action, equal opportunity, and disciplinary action.

Dimension	Manager 1	Manager 2	Manager 3
Job Code	MGR1	MGR2	MGR3
Area of Responsibility	<p>Manages a specialized discipline or function which has an operational or financial impact on a specific business unit or the Company.</p> <p>Concerned with workflow, departmental issues, allocating financial/employee resources, and daily transactions.</p> <p>Manages a small or large staff focused on a specific technical discipline.</p> <p>Develops short- and mid-term business plans and objectives for the organization and contributes to the development of departmental business plans and corporate objectives.</p> <p>Monthly contact with senior management.</p> <p>Weekly contact with all levels of management within a specific organization.</p> <p>Provides recommendations regarding specific work activities relative to organizational short- and long-range objectives.</p> <p>Manages and coordinates business activities according to established policies and procedures.</p>	<p>Manages diverse and/or specialized disciplines or functions which have operational or financial impact on the Company.</p> <p>Functionally focused. Balances mix of day-to-day operations and policy with strategic planning.</p> <p>Manages significant financial and employee resources, with heavy organizational influence. Assures that strategies from high-level management are carried out.</p> <p>Develops medium- to long-term business plans and objectives for the organization, and contributes to the development of departmental business plans and corporate objectives.</p> <p>Monthly contact with executive management. Provides information and persuades in setting strategic direction.</p> <p>Weekly contact with inter- and intra-department managers and supervisors.</p> <p>May act for department head or division manager in his/her absence.</p>	



<b>Dimension</b>	<b>Manager 1</b>	<b>Manager 2</b>	<b>Manager 3</b>
<b>Job Code</b>	<b>MGR1</b>	<b>MGR2</b>	<b>MGR3</b>
Decision Making & Impact	<p>Provides information on specific issues specifically related to his/her organization, which have direct impact on the department, division, or region; indirect impact on other departments and/or the Company.</p> <p>Decisions are made as required on daily operational business issues, with short-term predictable recovery.</p>	<p>Provides direction on core philosophies to the Company. Makes decisions on key business activities which have a direct impact on the department, division, or region; indirect impact on other departments and/or the Company.</p> <p>Decisions are made frequently on immediate functional business issues with medium- to long-term unpredictable recovery. Direction and approval are received from executive management for strategic issues.</p>	
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in applicable profession, business, or technical discipline or an equivalent combination of education, training, and experience.	<p>Bachelor Degree in applicable profession, business, or technical discipline or an equivalent combination of education, training, and experience.</p> <p>Graduate degree may be required in certain professional areas.</p>	
Knowledge/Experience	<p>Knowledge of Company and department policies, objectives, strategies, and goals; discipline or function being managed; applicable governmental laws and regulations.</p> <p>Typically possesses zero to five years' supervising experience or five or more years performing in function to be managed.</p>	<p>Broad knowledge of Company and department policies, objectives, strategies, and goals; discipline or function being managed; applicable governmental laws and regulations.</p> <p>Typically possesses five or more years managing or supervising an organization or unit.</p>	

## Manager Family - Factor Matrix

Factor	Manager 1	Manager 2	Manager 3
Planning	<ul style="list-style-type: none"> <li>• Knowledgeable about daily transactions but doesn't get involved with routine transactions (exception rather than the rule).</li> <li>• Involved in medium-term planning—about 1-2 months (how can I make my operation run more efficiently)?</li> <li>• Allocates workforce/ resources.</li> <li>• Deals with overall department issues but not an emphasis on operations. May get involved in some strategic planning (more exception than the rule).</li> <li>• Concerned with daily operational workflow.</li> </ul> <p><u>Examples</u></p> <ul style="list-style-type: none"> <li>• <i>Manager 1 takes a look at (1) the resource allocation in his/her department, (2) issues that are coming up, and (3) what can be done to resolve these issues? Then he/she develops the appropriate policy or response for the issue.</i></li> <li>• <i>Manager 1 in the field is responsible for a particular location and has substantial operations responsibility but does not get involved in overall strategies for the Company, e.g., field manager for a particular location.</i></li> <li>• <i>A business unit manager is responsible for staff function but generally does not have significant input to business strategy (e.g., a person who is in charge of a particular financial function).</i></li> </ul>	<ul style="list-style-type: none"> <li>• Hybrid between day to day and some strategic thinking (strategic 30-40% of the time). Is knowledgeable about daily transactions and responsible for what goes on in work group.</li> <li>• Wears both operational and strategic hats.</li> </ul> <p><u>Examples</u></p> <ul style="list-style-type: none"> <li>• <i>Manager 2 is generally expected to know what the staff is working on, from an operational standpoint but doesn't get involved with daily transactions. He/she does get involved in working with senior management in developing and expanding on strategy when it comes to specific functional issues. However, he/she is still responsible for the outcome of the daily transactions, and provides general direction. May wear both operational and strategic hats. Able to think big picture and about strategic reasons for providing meaningful input to management.</i></li> <li>• <i>Manager 2 in the field may be responsible for a region or several locations. A significant amount of time is spent on strategic issues relevant to the business unit. Much of the operational responsibilities are held by his/ her senior staff.</i></li> <li>• <i>At staff level, Manager 2 is responsible for staff function, but also works closely with corporate departments on overall strategy.</i></li> </ul>	

Factor	Manager 1	Manager 2	Manager 3
Contacts/Nature of Contacts	<ul style="list-style-type: none"> <li>• Works with other middle managers. Some exposure to senior management at the corporate level.</li> <li>• Wields a great deal of influence and provides information with a broad perspective.</li> <li>• May work with peers on monitoring the flow of processes, but not the intricate detail.</li> </ul>	<ul style="list-style-type: none"> <li>• Exposure to senior management and executive management.</li> <li>• Not only provides information but persuades in trying to set specific direction. Works with strategic issues.</li> <li>• Contacts are primarily with other middle managers and staff.</li> </ul>	
Organizational Impact/Impact of Errors	<ul style="list-style-type: none"> <li>• Broad departmental impact.</li> <li>• Impact is transactional but really focuses on overall effectiveness on daily operation.</li> <li>• Errors are still correctable and won't have lasting effects on the Company.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>A Manager 1 focuses on general issue resolution an implementation of strategies. On an individual issue, recovery for an error can usually be made quickly, unless the underlying strategy is not sound.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Works with core philosophies of the organization. Mid- to long-term impact made by decisions.</li> <li>• Manager 2 deals with not only the whole effectiveness of the operation, but it may have bearing on effectiveness of specific strategies.</li> <li>• Miscalculation might have long recovery period.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>A Manager 2 overhauling a major business operation is not something you can correct right away. A commitment is made, and recovery for an error in judgment is somewhat longer. Another example is responsibility for a certain phase of construction or design.</i></li> </ul>	
Scope/Focus	<ul style="list-style-type: none"> <li>• Similar to supervisor—somewhat narrow scope.</li> <li>• Tends to focus less on daily work flow and more on general activities or general policy issues.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>Managing a department and its programs is somewhat broader in scope. Function either through supervisor or senior level</i></li> </ul>	<ul style="list-style-type: none"> <li>• Still has functional focus, but focus is broad—not only on what is happening to this position on a daily basis, but the strategic impact. How does it affect the business unit?</li> <li>• Focus is mainly transactional, heavy on policy, and secondarily on strategy.</li> <li>• Works through supervisors or through senior level professionals. Staff under them have broader scope.</li> </ul>	

Factor	Manager 1	Manager 2	Manager 3
	<p><i>employees who act as functional leads.</i></p>	<p><u>Example</u></p> <ul style="list-style-type: none"> <li>• A Manager 2 looks at general strategies and philosophies and is not as focused on the “how does.” Staff reporting to him/her already know the “how does”, they need to know “where.”</li> </ul>	
<p>Accountability</p> <p>Resources Managed</p> <p>Range of Accountability</p>	<ul style="list-style-type: none"> <li>• Has large staff or could have smaller staff focused on specific technical discipline (professionals that may or may not be large in number).</li> <li>• Has budget responsibility and considerable leeway of what to do with budget.</li> <li>• Concerned about how the operation does on a whole.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>Manager 1 develops action plans to address the issues that arise during general operations.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Typically manages high-level organization(s) with individuals reporting to them that wield a lot of influence on the organization.</li> <li>• Has significant resources and significant latitude in managing a budget.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>Manager 2 looks at action plans to address issues that may be brought up, but also looks proactively: “What will be the issues that will come up in the future, and how can we structure ourselves to prevent problems? What impact will this have on a business unit basis and Company-wide basis?”</i></li> </ul>	
<p>Leadership Role</p> <p>Level of Involvement</p> <p>Staff Supervised</p>	<ul style="list-style-type: none"> <li>• Can be a technical and people leader, but his/her role is more advisory or coaching others.</li> <li>• Person who has a good understanding of the operational and transactional issues, but his or her involvement is not hands on.</li> <li>• Will become hands on for complex issues and is technically sound enough to be hands on.</li> <li>• Staff may be supervisors, journey- to senior-level professionals. Perhaps working with staff on broader direction.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>A Manager 1 may lead on the more difficult issues, but the administration is left to staff to administer and manage, providing only broad direction.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Still operational leader and advisor to senior management.</li> <li>• Overview of operations is high level (at 10,000-ft. level).</li> <li>• Staff would consist of supervisors and senior-level professionals dealing with complex issues with strategic overtones or ramifications.</li> </ul> <p><u>Examples</u></p> <ul style="list-style-type: none"> <li>• <i>Manager 2 not only provides information, but is considered consultant or high-level advisor to senior business unit managers.</i></li> <li>• <i>Manager 2 asks: “What business segments should we be focusing on or addressing”?</i></li> </ul>	



## Manager - Program/Contract

**General Description:**

Functionally responsible for the development and execution of programs or contracts. Tasks may include but are not limited to, negotiating, developing, and managing compliance to contract/program budget, schedule, and quality standards. Primary focus is on program or contract management rather than management of an organization. May assemble and provide functional direction to a team.

Dimension	Manager - Program/Contract 1	Manager - Program/Contract 2	Manager - Program/Contract 3
Job Code	MPC1	MPC2	MPC3
Area of Responsibility	<p>Manages or directs the execution or use of program, or contracts for a specific organization or group which has minor financial or operational impact.</p> <p>Evaluates/negotiates scope, resource allocation, and timeline, as appropriate, with other companies and/or department and division management.</p> <p>May participate in the resolution of disputes and/or claims pertaining to contract language.</p>	<p>Manages or directs the execution or use of programs or contracts that have moderate financial or operational impact.</p> <p>Evaluates/negotiates scope, resource allocation, and timeline, as appropriate, with other companies, Corporate Officers, and/or department and division management.</p> <p>May lead the resolution of disputes and/or claims pertaining to contract language.</p>	<p>Manages or directs the execution or implementation of programs or contracts that have major financial or operational impact and may cross organizational lines.</p> <p>Evaluates/negotiates contract language, program scope, resource allocation, and timeline, as appropriate, with other companies, Corporate Officers, and/or department and division management.</p> <p>Directs the resolution of disputes and/or claims pertaining to contract language.</p>
Decision Making & Impact	Decisions pertaining to program, or contract management, policy development and implementation have a minor impact on a department or organization.	Decisions pertaining to program, or contract management, policy development and implementation typically have a moderate impact on a department or organization and an indirect impact on the corporation.	Decisions pertaining to program, or contract management, policy development and implementation have a major impact on the corporation.
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Bachelor Degree in Engineering, Business, Finance, or related field or an equivalent combination of education, training, and experience.</p> <p>Specialized education for specific areas may be required.</p>	<p>Bachelor Degree in Engineering, Business, Finance, or related field or an equivalent combination of education, training, and experience.</p> <p>Specialized education for specific areas may be required.</p>	<p>Bachelor Degree in Engineering, Business, Finance, or related field or an equivalent combination of education, training, and experience.</p> <p>Advanced degree and/or professional license may be required in some areas of responsibility.</p> <p>Specialized education for specific areas may be required.</p>

<b>Dimension</b>	<b>Manager - Program/Contract 1</b>	<b>Manager - Program/Contract 2</b>	<b>Manager - Program/Contract 3</b>
<b>Job Code</b>	<b>MPC1</b>	<b>MPC2</b>	<b>MPC3</b>
Knowledge/Experience	<p>Broad knowledge of project, program, or contract management; Company policies, procedures, and practices; accounting and budgeting policies and practices; applicable governmental laws and regulations.</p> <p>Typically possesses one or more years' experience in program, or contract management or administering/ coordinating a subset of a program, project, or contract.</p>	<p>Thorough knowledge of project, program, or contract management; Company policies, procedures, and practices; accounting and budgeting policies and practices; applicable governmental laws and regulations.</p> <p>Typically possesses three or more years' experience in program, or contract management.</p>	<p>Thorough knowledge of project, program, or contract management; Company policies, procedures, and practices; accounting and budgeting policies and practice; applicable governmental laws and regulations.</p> <p>Typically possesses seven or more years' experience in program, or contract management.</p>

## Manager - Project/Product

### General Description:

Responsible for managing the development and implementation of projects by directing the design, evaluation, analysis, demonstration, construction, and satisfaction of regulatory requirements of projects/products. Provides management and strategic direction to a project team and is responsible for the project development, budget, and schedule. Establishes goals, negotiates, and develops project plans. At higher levels, is responsible for being the primary technical leader for a broad area of knowledge.

Dimension	Manager - Project/Product 1	Manager - Project/Product 2	Manager - Project/Product 3
Job Code	MPP1	MPP2	MPP3
Area of Responsibility	<p>Manages the evaluation, development, and implementation of projects that have moderate financial or operational impact to the business unit or Company.</p> <p>Projects typically have significant business unit wide impact. Ensures projects are completed on schedule and within budget. Makes strategic decisions regarding establishing and changing project direction.</p> <p>Identifies and manages resolution of major or complex issues. Issues typically do not have an established precedence for resolution.</p> <p>Manages and directs cross-functional development teams to address issues and solve problems. Accomplishes objectives through professionals who exercise significant judgment.</p> <p>Represents the Company with contractors, suppliers, regulatory agencies, customers, other departments, and/or other parties as required.</p> <p>Interacts regularly with all levels of management. Acts as a key consultant to management for both functional and broad business issues.</p>	<p>Manages the evaluation, development, and implementation of multiple projects or a single major project that have major financial or operational impact to the business unit or Company.</p> <p>Projects are long term in nature and typically have major impact on key business unit and Company objectives. Develops business plans, objectives, and initiatives for the organization.</p> <p>Identifies and manages resolution of unusually complex issues. Issues typically require innovative solutions.</p> <p>Manages and directs cross-functional development teams to address strategic issues. Accomplishes objectives through line managers and exempt specialists.</p> <p>Contributes to the development of strategic plans and objectives for the organization.</p> <p>Represents the Company with contractors, suppliers, regulatory agencies, customers, other departments, and/or other parties as required.</p> <p>Acts as a key consultant to senior management.</p>	<p>Please contact your Compensation Consultant or Strategic Business Team member for information.</p>
Decision Making & Impact	<p>Provides direction and makes strategic decisions regarding changing project/product scope, policy, development, and implementation. Performs evaluation on issues that have a moderate impact on the department, other departments, and the Company.</p>	<p>Provides direction and makes strategic decisions regarding changing project/product scope, policy, development, and implementation. Performs evaluation on issues that have a major impact on the department, other departments, and the Company.</p>	



<b>Dimension</b>	<b>Manager - Project/Product 1</b>	<b>Manager - Project/Product 2</b>	<b>Manager - Project/Product 3</b>
<b>Job Code</b>	<b>MPP1</b>	<b>MPP2</b>	<b>MPP3</b>
	Decisions are made frequently on immediate business issues with limited opportunity for reversal. Provides guidance and direction on short and long-range issues.	Decisions are made frequently on short- and long-range issues with focus on long-range strategic issues.	
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Engineering, Business, or Technical Discipline or an equivalent combination of education, training, and experience.  Graduate Degree may be required in certain professional areas.	Bachelor Degree in Engineering, Business, or Technical Discipline or an equivalent combination of education, training, and experience.  Graduate Degree may be required in certain professional areas.	
Knowledge/Experience	Broad knowledge of Company and department policies, objectives, strategies, goals, applicable governmental and regulatory laws and requirements, and accounting and budgeting practices.  Typically possesses five or more years experience in organizational programs, contract management, or function being managed plus two or more years of supervisory or program management experience.	Thorough knowledge of Company and department policies, objectives, strategies, goals, applicable governmental and regulatory laws and requirements, and accounting and budgeting practices.  Typically possesses seven or more years experience in organizational programs, contract management, or function being managed plus five or more years of supervisory or project management experience.	

## Manager Family - Factor Matrix

Factor	Manager Project/Product 1	Manager Project/Product 2	Manager Project/Product 3
<p>Planning/Problem Solving</p>	<ul style="list-style-type: none"> <li>• Is considered by the organization as the person who is primarily responsible for the operation completion of a specific project or responsible for the overall management of a specific product.</li> <li>• Gets involved with operational issues but works on programs and projects that have strategic implications for both the business unit and the Company.</li> <li>• Develops ideas or concepts based on general direction from senior management.</li> <li>• Implements plans through cross-functional teams of professionals and middle managers.</li> <li>• Develops concepts and make them a reality in a functioning organization.</li> <li>• The strength of the role is the ability to translate the conceptual to the operational and to lead plan implementation.</li> <li>• Has specific competencies in “project management”—this is one of the primary technical skills brought to the position.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>An MPPI, who while taking direction from overall SCE or business unit strategy, focuses on developing key concepts and ultimately implementing them into a functional and operational reality.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Focus of this level is developing and selling concepts, with only minimal involvement in day-to-day operations.</li> <li>• Similar in many respects to a Manager 2 or Manager3—conceptualizes ideas for key technical people.</li> <li>• Develops strategic, broad, core business concepts or plans that impact all of SCE and/or EIX, not just a specific function or business unit.</li> <li>• Provides leading edge technical leadership in addressing broad issues.</li> <li>• Has broad, high-level “project management” competencies, with responsibility over multiple functions. Each function may have separate goals and KPIs.</li> <li>• Implements plans through cross-functional teams of middle and senior managers.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>An MPP2 works with major customers and internal work teams. He/she introduces innovative ideas (new for SCE or the industry with high impact on the organization). While providing technical leadership and guidance to the team, he/she is typically not the one who carries out the implementation of the plans, operationally. Subordinate staff or project team members are responsible for plan implementation.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Focus of this level is developing and selling broad technological initiatives and concepts that are considered leading edge, both in the industry and externally.</li> <li>• Similar in many respects to a Manager 3 but in a consultative role—conceptualizes ideas for key executive leadership.</li> <li>• Develops strategic, broad, core business concepts or plans that impact all of SCE and/or EIX, with long-term implications for the Company and the industry.</li> <li>• Is considered a primary industry and knowledge expert in a specific technological area. Provides leading edge technical leadership in addressing broad issues.</li> <li>• Implements plans through cross-functional teams of senior managers.</li> </ul> <p><u>Example</u></p> <ul style="list-style-type: none"> <li>• <i>An MPP3 consults with business unit and senior leadership. He/she introduces and develops innovative ideas (new for SCE or the industry with high impact on the organization) that impact all levels of the Company operations. While providing technical leadership and guidance to senior management, he/she is typically not the one who develops operational plans or carries out the implementation of the plans. Subordinate managers are responsible for plan development and implementation.</i></li> </ul>

Factor	Manager Project/Product 1	Manager Project/Product 2	Manager Project/Product 3
<p>Contacts/Nature of Contacts</p>	<ul style="list-style-type: none"> <li>• Contacts are primarily with middle or senior management, to provide information and to persuade on the best approach.</li> <li>• Senior management contacts also deal with approving specific strategies that lead to operational plans.</li> <li>• Cross-functional teams that are led include both senior professionals and middle managers.</li> </ul> <p><i>Example</i></p> <ul style="list-style-type: none"> <li>• <i>Working with middle managers and senior managers on developing concepts and translating them into operational plans.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Regular interaction with senior management and executive level management involving strategy and broad technical issues.</li> <li>• Highly persuasive and focuses on getting approval of philosophies.</li> </ul> <p><i>Example</i></p> <ul style="list-style-type: none"> <li>• <i>Working with senior management and executive-level management to develop broad concepts and to provide high-level technical consulting.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Regular interaction with senior management and executive-level management involving leading edge technology.</li> <li>• Considered by senior management to be the primary knowledge expert in a technological area.</li> <li>• Highly persuasive and focused on getting approval of philosophies.</li> <li>• Regular interaction with leading external experts.</li> </ul> <p><i>Example</i></p> <ul style="list-style-type: none"> <li>• <i>Provides direction to senior and executive-level management on the development and implementation of technological initiatives.</i></li> </ul>
<p>Organizational Impact/Impact of Errors</p>	<ul style="list-style-type: none"> <li>• Guides development. Projects have business unit-wide or SCE-wide impact, and impact of errors might take significant time to correct. If the project plan is developed on unsound premise, it may need to be started from the drawing board again or cause significant operational disruption.</li> </ul>	<ul style="list-style-type: none"> <li>• High-profile projects with broad business unit and SCE impact.</li> <li>• Impact of errors may require developing all new concepts and perhaps a new strategic direction.</li> <li>• Not only business unit but SCE or EIX wide. Impact could be three years or more.</li> </ul>	<ul style="list-style-type: none"> <li>• High-profile projects with SCE, EIX and industry impact.</li> <li>• Impact of errors may require significant strategic rethinking.</li> <li>• Not only business unit but SE or EIX wide. Impact could be three years or more.</li> </ul>
<p>Discretion/Latitude</p>	<ul style="list-style-type: none"> <li>• Not only leader of team but is more functional over a team of professionals (leading other idea people). This person ultimately makes the decisions and develops details of new programs that he/she is responsible for.</li> <li>• An MPP1 leads a core cross-functional team, but the team does not report directly to him/her. May have support staff and/or a lower level professional as direct reports.</li> <li>• Setting strategic direction for high-level professionals is 20%-40% of his/her time.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads core cross-functional team of high-level professionals (including middle managers) who have expertise in particular disciplines. May have some senior professionals as direct reports.</li> <li>• Develops certain strategies as to how SCE operates in the marketplace. As such, core functional teams would consist of functional Managers 1, 2, and 3 and/or highest level professionals. Providing strategic leadership for a specific project and function would be 60%-70% of his/her time.</li> </ul>	<ul style="list-style-type: none"> <li>• Consults with and/or leads core cross-functional team of senior managers who have expertise in and leadership over particular disciplines. May have some senior project managers as direct reports.</li> <li>• Develops certain strategies as to how SCE operates in the marketplace. As such, core functional teams led would consist of several Manager 3 positions and/or high-level project managers.</li> </ul>

Factor	Manager Project/Product 1	Manager Project/Product 2	Manager Project/Product 3
Accountability	<ul style="list-style-type: none"> <li>• Core cross-functional leader with a defined organization or specified budget to work with.</li> <li>• Assessed on the overall effectiveness of the project(s). What was done? Were the goals met?</li> </ul> <p>Is the project being handled effectively on an overall basis? Were the operational details well conceived? Were they implemented in a timely manner? What other strategies can we link to this? What's the potential of building off of this program or project?</p>	<ul style="list-style-type: none"> <li>• Leads a large cross-functional organization because each strategy/concept is a major project or has major impact on the Company, involving multiple departments and business units. Significant budget authority and/or budget impact.</li> <li>• Has substantial resources, researches best practices, and works with other internal and external organizations.</li> <li>• Requires complex and detailed solutions. Will be assessed not on transactional excellence but on conceptual soundness.</li> <li>• Accountability is based on the soundness of the ideas and concepts for future success.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads a high-profile team of high-level managers and executives. Broad budget authority and impact.</li> <li>• Has substantial resources, researches best practices, and works with other internal and external organizations.</li> <li>• Requires conceptually sound and innovative solutions.</li> <li>• Accountability is based on the soundness of the ideas and concepts for future success as well as the level of innovation.</li> </ul>

## Network Operations Specialist

### General Description:

Provides support to users of SCE's data network for the development of client/server applications, coordination of network security, resolution of problems relating to workstations and applications as they interface with components of the network, network management, network administration.

Dimension	Network Operations Specialist 1	Network Operations Specialist 2	Network Operations Specialist 3
Job Code	NOS1	NOS2	NOS3
Area of Responsibility	<p>Administers Local Area Networks (LAN's) which includes:</p> <ul style="list-style-type: none"> <li>• resolving user problems</li> <li>• installing PC hardware and software</li> <li>• training LAN users</li> </ul> <p>Provides "help desk" support to resolve workstation or telephone problems for users. Determines appropriate routing of unresolved problems. Records and tracks problem calls.</p> <p>Notifies network users of planned outages.</p> <p>Coordinates security activities for network access.</p> <p>May maintain the SCE emergency radio system.</p> <p>May coordinate video conferencing sessions</p>	<p>Administers Local Area Networks (LAN's) which includes:</p> <ul style="list-style-type: none"> <li>• resolving user problems</li> <li>• installing PC hardware and software</li> <li>• training LAN users</li> <li>• coordinating equipment moves</li> <li>• resolving problems with workgroup software and workstation hardware</li> <li>• consulting with clients to determine LAN configuration, software and hardware configuration, and appropriate use of servers and workgroup software</li> </ul> <p>Sets problem resolution priorities and resolves escalated problems. May resolve problems that extend beyond the workstation such as connectivity issues between the work station and other devices.</p> <p>May participate in the evaluation of network management tools.</p> <p>Coordinates network outages.</p>	<p>Resolves complex and resistant problems usually dealing with the corporate data network rather than Local Area Networks (LAN).</p> <p>Resolves problems that not only occur between the workstation and other devices but also between applications and any area of the network.</p> <p>Coordinates evaluation activities of network management tools and resolution of complex network problems.</p> <p>Manages network performance and makes recommendations to improve performance of applications using the network.</p> <p>Assists application developers with the testing, distribution, workstation configuration, and packaging of client/server applications.</p> <p>Trains LAN support personnel.</p>
Decision Making & Impact	Decisions may have a moderate impact to users of a specific LAN or to a individual user.	Decisions may have a major impact to all users of the network which result in productivity loss or gain.	Decisions may have major impact to all users of the network which result in productivity loss or gain.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of education, training, and experience to gain knowledge and skills generally equivalent to those typically possessed by a high school graduate.	Associate degree or an equivalent combination of education, training and experience.  Certification as a Certified Network Engineer (CNE) or Certified Network Administrator (CNA) is preferred.	Bachelor Degree in Information Systems or related field or an equivalent combination of education, training, and experience.  Certification as a Certified Network Engineer (CNE) or Certified Network Administrator (CNA) is preferred.

<b>Dimension</b>	<b>Network Operations Specialist 1</b>	<b>Network Operations Specialist 2</b>	<b>Network Operations Specialist 3</b>
<b>Job Code</b>	<b>NOS1</b>	<b>NOS2</b>	<b>NOS3</b>
Knowledge/Experience	<p>Broad knowledge of networks, PC operations, and client/server applications.</p> <p>Typically possesses zero to three years' experience.</p>	<p>Broad knowledge of networks, protocols, PC operations, host connectivity, and client/server application deployment strategies.</p> <p>Typically possesses four or more years' experience.</p>	<p>Thorough knowledge of networks, protocols, PC operations, host connectivity, and client/server application deployment strategies.</p> <p>Thorough understanding of how products and services interface with the network, network management, and PC operating systems.</p> <p>Typically possesses seven or more years' experience.</p>

## Organizational Development Consultant

**General Description:**

Provides Organizational Development & Effectiveness (OD&E) consultation to management across SCE to optimize effectiveness of business initiatives, organizational design, individual and team performance, stakeholder engagement and business readiness plans. Consults in the design and development of key organization effectiveness projects, programs, policies, and processes. Acts as the key internal expert for organizational development and effectiveness issues.

Dimension	Organization Development Consultant 1	Organization Development Consultant 2	Organization Development Consultant 3	Organization Development Consultant 4	Organization Development Consultant 5
Job Code	ODC1	ODC2	ODC3	ODC4	ODC5
<b>Area of Responsibility</b>	<p>Acts as a resource to department and division management and may provide consultation to client organizations. Participates in the development, recommendations, and implementation of integrated solutions.</p> <p>Assists with analysis and advice in the areas of change management, business readiness and relationship management. Assists with survey design, quantitative and qualitative analysis.</p> <p>Supports consultants working with management in the design and delivery of key corporate OD&amp;E initiatives and/or projects</p> <p>Assists with the implementation of practices/procedures in the absence of existing policy. Assists with change strategy development and planning. May participate in the coaching and development of project teams.</p>	<p>Acts as a resource to department and division management and provides consultation to client organizations. Provides consultation in the development, recommendations, and implementation of integrated solutions.</p> <p>Provides analysis, advice, and education to managers in the areas of change management, business readiness and relationship management. Performs survey design and interprets quantitative and qualitative analysis.</p> <p>Consults with management in the design and delivery of key corporate OD&amp;E initiatives and/or projects.</p> <p>Exercises independent judgment to interpret policies and practices or implement practices/procedures in the absence of existing policy. Provides consultation with change strategy development and planning. May independently coach and develop project teams and be required to identify change impact and process flow.</p>	<p>Acts as a consultant to department and division management and client organizations. Conceptualizes and recommends key strategies and corporate initiatives for OD&amp;E projects.</p> <p>Provides analysis, advice, and education to executives and managers to define body of work and resources needed. Provides expertise in organizational design, work and process analysis, team health assessment, leadership alignment assessment, stakeholder analysis and change readiness assessment.</p> <p>Manages the design and delivery of key corporate OD&amp;E initiatives and/or projects. Partners with corporate leaders and other Human Resources disciplines to implement recommended strategies.</p> <p>Leads moderate size projects or entire work streams of larger company-wide projects.</p>	<p>Acts as a strategic and lead consultant/expert for business unit leadership, department and division management.</p> <p>Conceptualizes and recommends OD&amp;E strategies. Leads the design and development of key organizational effectiveness projects, programs, policies and processes across the company.</p> <p>Provides strategic analysis, advice, and education to executives and managers on OD&amp;E initiatives. Leads implementation of OD&amp;E projects and programs, manages vendors and sourcing. Leads and directs both internal and external Organizational Design/Organizational Change Management project teams. Directs the establishment of policies and practices that have company-wide impact. Manages stakeholder engagement, messaging and influences strategy.</p>	<p>Please contact your Compensation Consultant or Strategic Business Team member for information.</p>

## Organizational Development Consultant

Dimension	Organization Development Consultant 1	Organization Development Consultant 2	Organization Development Consultant 3	Organization Development Consultant 4	Organization Development Consultant 5
Job Code	ODC1	ODC2	ODC3	ODC4	ODC5
<b>Decision Making &amp; Impact</b>	Provides input to courses of action which have a minor to moderate departmental or business unit impact. Assists with strategic decisions regarding establishing and changing project direction	Exercises judgment and discretion to advise and recommend courses of action which have moderate departmental or business unit impact. Provides input for strategic decisions regarding establishing and changing project direction. Has discretion and independent decision making authority on content for seminars and training sessions.	Exercises judgment and discretion to advise and recommend courses of action which have a moderate Corporate impact or moderate to major departmental or business unit impact. Authority to negotiate to resolve differences. May make independent decisions when recommending appropriate OD&E scope and strategies.	Routinely exercises judgment and discretion to advise and recommend courses of action which have a moderate to major Corporate or business unit impact. Authority to negotiate to resolve differences. Makes decisions on OD&E Strategy and implementation at business unit and company-wide level. Decides on best practices and innovative solutions to implement.	
<b>Education, Certifications, and/or Licenses (Minimum Requirements)</b>	Bachelor degree in Psychology, Organizational Development, Business Administration, or related field or an equivalent combination of formal education, training, and experience. MS or MA in Business, Industrial Organizational Psychology, or related field preferred.	Bachelor degree in Psychology, Organizational Development, Business Administration, or related field or an equivalent combination of formal education, training, and experience. MS or MA in Business, Industrial Organizational Psychology, or related field preferred.	Bachelor degree in Psychology, Organizational Development, Business Administration, or related field or an equivalent combination of formal education, training, and experience. MS or MA in Business, Industrial Organizational Psychology, or related field preferred.	Bachelor degree in Psychology, Organizational Development, Business Administration, or related field or an equivalent combination of formal education, training, and experience. MS or MA in Business, Industrial Organizational Psychology, or related field preferred.	
<b>Knowledge / Experience</b>	General knowledge in Organizational Development and Effectiveness best practices and technical application. Knowledge of company policies/procedures.  Typically possesses zero to two years experience working organizational development issues.	General knowledge in Organizational Development and Effectiveness best practices and technical application. Knowledge of company policies/procedures.  Typically possesses three or more years experience working organizational development issues.	Broad knowledge in Organizational Development and Effectiveness best practices and technical application. Knowledge of company policies/procedures.  Typically possesses five or more years experience working with organizational development issues.	Thorough knowledge in a specific Organizational Development and Effectiveness best practices and technical application and company policies/procedures.  Typically possesses ten or more years experience working with organizational development issues.	



## Computer Operator

**General Description:**

Operates and maintains various equipment such as inserters, laser or impact printers, and magnetic tape drives. Completes and maintains necessary documentation such as equipment downtime logs, shift turnover logs, and records pertaining to equipment failures. Reports unresolved, reoccurring, and major equipment problems to the appropriate personnel for investigation and problem resolution. Maintains and monitors equipment to ensure continual and smooth operations. Reconciles and controls the production of sensitive and confidential materials according to established security procedures.

Dimension	Computer Operator 1	Computer Operator 2	Computer Operator 3
Job Code	OPR1	OPR2	OPR3
Area of Responsibility	<p>Adjusts, loads, feeds, and operates equipment such as envelope stuffers and folders designed for the distribution of computer output media such as bills, checks, and delinquency notices.</p> <p>Presorts stuffed envelopes (customer bills, dividend checks, etc.) according to U.S. Postal Service regulations.</p> <p>Verifies correct production cycle, production date, postage amount, postage date, mailing envelope, and return envelope prior to the insertion of a customer bill group.</p>	<p>Monitors computer console to determine proper printer and tape drive loading allocations and priorities as required by production systems. Utilizes computer operating command languages to communicate system commands to the computer hardware devices required to efficiently complete production jobs and to investigate and correct problems such as hardware malfunctions.</p> <p>Reviews run sheets and other system documentation to determine which magnetic tapes and paper/forms/form slides are required to run a particular job. Loads/unloads magnetic tapes/cartridges from tape/cartridge drives as indicated by remote computer console. Loads microfilm and hard-copy printer with indicated film/paper/forms. Feeds, aligns, and adjusts printers as required to run production jobs. Monitors print quality and unloads printer at completion of job.</p>	<p>May maintain work load coordination and leveling of tape/print/micro operations personnel by coordinating and distributing work assignments. May determine, recommend, and initiate necessary training for Computer Operators 2 to provide back-up capability as required due to illness, vacation, etc. Notifies operators of operating changes and revisions. Assists operators with the resolution of more difficult operating problems.</p> <p>Monitors computer console to determine proper printer and tape drive loading allocations and priorities as required by production systems. Utilizes computer operating command languages to communicate system commands to the computer hardware devices required to efficiently complete production jobs and to investigate and correct problems such as hardware malfunctions.</p> <p>Reviews run sheets and other system documentation to determine which magnetic tapes and paper/forms/form slides are required to run a particular job. Loads/unloads magnetic tapes/cartridges from tape/cartridge drives as indicated by remote computer console. Loads microfilm and hard-copy printer with indicated film/paper/forms. Feeds, aligns, and adjusts printers as required to run production jobs. Monitors print quality and unloads printer at completion of job.</p> <p>Investigates trouble reports to determine reasons for problems and recommends resolutions.</p>

<b>Dimension</b>	<b>Computer Operator 1</b>	<b>Computer Operator 2</b>	<b>Computer Operator 3</b>
<b>Job Code</b>	<b>OPR1</b>	<b>OPR2</b>	<b>OPR3</b>
Area of Responsibility (continued)			May evaluate operators' performance of assigned tasks and provide written appraisal input to the supervisor. Monitors employee attendance and maintains daily time keeping logs.
Education, Certifications, and/or Licenses (Minimum Requirements)	A formal combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate.  Forklift certification is required.	A formal combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate.	A formal combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate.
Knowledge/Experience	General knowledge of inserting equipment operating characteristics, and department policies, procedures, and practices.  Entry-level position.	Broad knowledge of inserting equipment operating characteristics. General knowledge of department policies, procedures, and practices.  Typically possesses one to two years' experience operating computer peripheral equipment.	Broad knowledge of system operating command language as it pertains to operating computing operations equipment. General knowledge of department policies, procedures, and practices.  Typically possesses three to four years' experience operating computer peripheral equipment.
Testing	Test(s) Required	Test(s) Required	Test(s) Required

## Paralegal

**General Description:**

Provides legal assistance to attorneys representing the company and its subsidiaries by conducting legal research, and analyzing law sources such as statutes, judicial decisions, legal articles, or legal codes. Interprets complex data, develops alternatives, and presents findings and recommendations. Tasks performed by paralegals include case planning, development and management; researching legal and factual issues; conducting interviews; fact gathering and retrieving information; drafting and analyzing legal documents (e.g., pleadings, contracts, legislative bills) and representing the company at administrative hearings when permitted by governing agency.

Dimension	Paralegal 1	Paralegal 2	Paralegal 3
Job Code	PAR1	PAR2	PAR3
Area of Responsibility	<p>Under the direction of an attorney, utilizes basic paralegal skills and experience to provide a wide range of legal support on routine legal matters.</p> <p>Researches routine legal and factual issues. May assist attorneys by drafting basic pleadings or other legal documents pertaining to area of practice, organizing and assembling exhibits, coordinating witnesses, and other duties required to prepare filings or otherwise provide legal support. Organizes and maintains relevant documents and information.</p> <p>Interacts directly with business units, outside counsel and/or service providers; utilizes strong oral and written communication skills and sound interpersonal skills in presenting facts, reporting research results, interviewing parties, or otherwise collecting and providing relevant information. Utilizes systems effectively to monitor and track facts or other pertinent case/matter information.</p>	<p>Under the direction of an attorney, utilizes intermediate paralegal skills and experience to provide a wide range of legal support on routine to moderately complex legal matters.</p> <p>Researches routine to moderately complex legal and factual issues. May assist attorneys by drafting a wide variety of pleadings or other legal documents pertaining to area of practice, organizing and assembling exhibits, coordinating witnesses, and other duties required to prepare filings or otherwise provide legal support. Plays a key role in developing systems for organizing and maintaining relevant documents and information.</p> <p>Interacts directly with business units, outside counsel and/or service providers; utilizes strong oral and written communication skills and sound interpersonal skills in presenting facts, reporting research results, interviewing parties, or otherwise collecting and providing relevant information. Utilizes systems effectively to monitor and track facts or other pertinent case/matter information.</p> <p>May prepare arguments and represent the company in hearings in administrative proceedings.</p> <p>May provide functional direction to Paralegal 1 or 2.</p>	<p>Under the direction of an attorney, utilizes advanced paralegal skills and experience to provide a wide range of legal support on routine to complex legal matters.</p> <p>Researches routine to complex legal and factual issues. May assist attorneys by drafting the full spectrum of pleadings or other legal documents pertaining to area of practice organizing and assembling exhibits, coordinating witnesses, and other duties required to prepare filings or otherwise provide legal support. Plays a key role in developing systems for organizing and maintaining relevant documents and information.</p> <p>Interacts directly with business units, outside counsel and/or service providers; utilizes strong oral and written communication skills and sound interpersonal skills in presenting facts, reporting research results, interviewing parties, or otherwise collecting and providing relevant information. Utilizes systems effectively to monitor and track facts or other pertinent case/matter information.</p> <p>Demonstrates leadership and broad scope of responsibility serving in the role of project leader.</p> <p>May prepare arguments and represent the company in complex hearings in administrative proceedings.</p>

<b>Dimension</b>	<b>Paralegal 1</b>	<b>Paralegal 2</b>	<b>Paralegal 3</b>
<b>Job Code</b>	<b>PAR1</b>	<b>PAR2</b>	<b>PAR3</b>
Decision Making & Impact	Provides information, which may have a minor impact on the outcome of cases.	Provides information, which may have a minor to moderate impact on the outcome of cases.	Provides information, which may have a moderate to major impact on the outcome of cases.
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Must meet one of the following criteria:</p> <p>Certificate from an American Bar Association accredited paralegal program.</p> <p>Associate or Bachelor Degree in Paralegal Studies.</p> <p>Bachelor or higher Degree, plus one year of law-related experience under an attorney's supervision.</p> <p>Otherwise meet the education and experience criteria specified in the California Business and Professions Code Section 6450(c).</p>	<p>Must meet one of the following criteria:</p> <p>Certificate from an American Bar Association accredited paralegal program.</p> <p>Associate or Bachelor Degree in Paralegal Studies.</p> <p>Bachelor or higher Degree, plus one year of law-related experience under an attorney's supervision.</p> <p>Otherwise meet the education and experience criteria specified in the California Business and Professions Code Section 6450(c).</p>	<p>Must meet one of the following criteria:</p> <p>Certificate from an American Bar Association accredited paralegal program.</p> <p>Associate or Bachelor Degree in Paralegal Studies.</p> <p>Bachelor or higher Degree, plus one year of law-related experience under an attorney's supervision.</p> <p>Otherwise meet the education and experience criteria specified in the California Business and Professions Code Section 6450(c).</p>
Knowledge/ Experience	<p>General knowledge of the principles of judicial and/or administrative process, and general knowledge of legal and factual research procedures.</p> <p>Typically possesses zero to three years experience performing legal research or comparable substantive tasks of a legal nature and related duties in a private law firm or corporate law department.</p>	<p>Broad knowledge of the principles of judicial and/or administrative process, and broad knowledge of legal and factual research procedures.</p> <p>Typically possesses a minimum of three years experience performing legal research or comparable substantive tasks of a legal nature and related duties in a private law firm or corporate law department.</p>	<p>Thorough knowledge of the principles of judicial and/or administrative process, and thorough knowledge of legal and factual research procedures.</p> <p>Typically possesses a minimum of six years experience performing legal research or comparable substantive tasks of a legal nature and related duties in a private law firm or corporate law department.</p>

## Public Affairs Specialist

**General Description:**

Identifies public relations risks and opportunities and assists in building and implementing community, regional or interest group outreach and engagement strategies. Represents the Company to external stakeholders (e.g., local elected and appointed officials, customers, media, business, interest groups and community organizations) to ensure that the Company’s agenda, messages, initiatives, interests, and goals are met. Monitors local, regional and state government initiatives, regulations, or processes that may impact the Company and coordinates with internal and external stakeholders as needed.

Dimension	Public Affairs Specialist
<b>Job Code</b>	<b>PAS1</b>
Area of Responsibility	<p>Develops and implements comprehensive community, regional or interest group outreach and engagement strategies to champion the Company’s projects and initiatives, shape and influence legislation/regulations and support the Company’s objectives.</p> <p>Gathers intelligence from assigned communities, interest groups or key stakeholders to validate or supplement social media monitoring and research. Identifies risks and opportunities and proactively incorporates them in program/project planning and execution.</p> <p>Assists with response and resolution of escalated community issues related to programs/projects; liaises with elected officials, local government staff and community stakeholders accordingly.</p> <p>Networks with key external stakeholders and influencers to support assigned projects and business priorities.</p> <p>Manages Company resources and material coordination to support complex outreach programs. Represents the Company in briefings, public meetings, presentations, and public outreach. Provides recommendations on local and regional policy issues.</p> <p>Provides guidance to internal team members and external stakeholders relative to managing company issues in communities. Coordinates with internal company leaders within the scope of issues being managed. Provides counsel for internal partners on dealing with the public.</p> <p>Measures the effectiveness of outreach programs and processes utilizing tools and resources; leverages social media to track content and presence mapped back to online activity with constituencies.</p> <p>Advocates the Company’s position on operational and strategic issues while forming strategic alliances that ensure mutually beneficial business engagements.</p> <p>Identifies and prepares key executives and officers to attend important external events (e.g. prepares executive briefing packets, talking points, introduces executives/officers to key officials, conducts briefing on issues of concern) as needed.</p>

Dimension	Public Affairs Specialist
Job Code	PAS1
Decision Making & Impact	<p>Escalates business risks identified in ongoing assessments and recommends appropriate courses of actions related to outreach/engagement strategies. Handles projects/issues that have a moderate to major impact on operational/strategic outcomes.</p> <p>Influential on final decisions.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Required: Bachelor's Degree in Public Relations, Communications, Political Science, Business or related field or an equivalent combination of education, training and experience.</p> <p>Preferred: Master's Degree in in Public Relations, Communications, Political Science, Business or related field.</p>
Knowledge/Experience	<p>Required: Five years or more experience in public affairs/public relations. Some of which may include working with 3rd party advocacy organizations. Experience working in a cross-functional environment managing multiple stakeholders.</p> <p>Preferred: Seven years or more of experience in public affairs/public relations in working with local government or 3rd party advocacy organizations. Prior social media content experience.</p>

## Project Controls Specialist

### General Description:

Develop or prepare routine and complex reports to assist Project Managers and OU partners to monitor, manage, and forecast costs (e.g. budget, actual, commitment, contingency, earned value, cost per unit, cost impact analysis) for assigned project(s) and/or programs or in response to internal or external data requests for project(s) and/or programs. Provides consultation and recommendations to the Company within and to other business units and/or customers as a result of studying Company or customer-owned systems, processes, equipment, vehicles, or facilities.

Dimension	Project Controls Specialist 1	Project Controls Specialist 2	Project Controls Specialist 3	Project Controls Specialist 4	Project Controls Specialist 5
Job Code	PCE1	PCE2	PCE3	PCE4	PCE5
Area of Responsibility	<p>Responsible for executing Project Controls Engineering activities for assigned projects, programs, or areas of responsibility.</p> <p><b>Assist with</b> the development and maintenance of project budgets/baselines, short- and long-term forecasts, and expenditure plans for assigned project(s) and/or program(s).</p> <p>This includes update to the budget(s), forecast(s) and spending plan(s) according to jurisdiction splits, asset types, cost drivers, and funding sources.</p> <p><b>Assist with</b> or prepare routine and <b>less complex</b> reports to assist Project Managers and OU partners to monitor, manage, and forecast costs (e.g. budget, actual, commitment, contingency, earned value, cost per unit, cost impact analysis) for assigned projects or programs or in response to internal or external data requests for</p>	<p>Responsible for executing Project Controls Engineering activities for assigned projects, programs, or areas of responsibility.</p> <p>Develop and maintain project budgets/baselines, short- and long-term forecasts, and expenditure plans for assigned project(s) and/or program(s).</p> <p>This includes the aggregation, reconciliation, and update to the budget(s), forecast(s) and spending plan(s) according to jurisdiction splits, asset types, cost drivers, and funding sources.</p> <p>Develop or prepare routine and ad-hoc reports to assist Project Managers and OU partners to monitor, manage, and forecast costs (e.g. budget, actual, commitment, contingency, earned value, cost per unit, cost impact analysis ) for assigned projects or programs or in response to internal or external data requests for</p>	<p>Responsible for executing Project Controls Engineering activities for <b>major</b> or <b>multi-year</b> projects, programs, or areas of responsibility.</p> <p>Develop and maintain project budgets/baselines, short- and long-term forecasts, and expenditure plans for assigned <b>major</b> or <b>multi-year</b> project(s) and/or programs.</p> <p>This includes the aggregation, reconciliation, and update to the budget(s), forecast(s) and spending plan(s) according to jurisdiction splits, asset types, cost drivers, and funding sources.</p> <p>Develop or prepare routine and <b>complex</b> reports to assist Project Managers and OU partners to monitor, manage, and forecast costs (e.g. budget, actual, commitment, contingency, earned value, cost per unit, cost impact analysis) for assigned <b>major</b> or <b>multi-</b></p>	<p>Responsible for executing Project Controls Engineering activities for <b>major</b> or <b>multi-year</b> projects, programs, or areas of responsibility.</p> <p><b>Lead</b> or <b>oversee</b> the development and maintenance project budgets/baselines, short- and long-term forecasts, and expenditure plans for assigned <b>major</b> or <b>multi-year</b> project(s) and/or programs.</p> <p>This includes the aggregation, reconciliation, and update to the budget(s), forecast(s) and spending plan(s) according to jurisdiction splits, asset types, cost drivers, and funding sources.</p> <p><b>Lead</b> or <b>oversee</b> the development/update of routine and complex reports to assist Project Managers and OU partners to monitor, manage, and forecast costs (e.g. budget, actual, commitment, contingency,</p>	<p>Responsible for executing Project Controls Engineering activities for a <b>portfolio</b> of <b>major</b> or <b>multi-year</b> projects, programs, or areas of responsibility.</p> <p><b>Lead</b> or <b>oversee</b> the development and maintenance project budgets/baselines, short- and long-term forecast, and expenditure plans for a <b>portfolio</b> of <b>major</b> or <b>multi-year</b> projects and/or programs.</p> <p>This includes the aggregation, reconciliation, and update to the budget(s), forecast(s) and spending plan(s) according to jurisdiction splits, asset types, cost drivers, and funding sources.</p> <p><b>Lead</b> or <b>oversee</b> the development/update of routine and complex reports to assist Project Managers and OU partners to monitor, manage, and forecast costs (e.g. budget, actual, commitment, contingency,</p>

Dimension	Project Controls Specialist 1	Project Controls Specialist 2	Project Controls Specialist 3	Project Controls Specialist 4	Project Controls Specialist 5
Job Code	PCE1	PCE2	PCE3	PCE4	PCE5
Area of Responsibility (continued)	<p>projects or programs.</p> <p><b>Assist with</b> the creation and maintenance of a risk register. Accordingly, <b>may assist with</b> the evaluation of level of contingency needed using appropriate methods (e.g. Monte Carlo analysis).</p> <p>Perform <b>routine and general</b> research, updates, and data gathering/analysis in areas of cost engineering (e.g. budget, actual, commitment, contingency). <b>Assist with the preparation and presentation of</b> results, alternatives, and/or recommendations to support business decisions, to manage project costs and schedules, and to mitigate potential risks to projects or programs.</p> <p>Involve and support change control and contract negotiation/claim management. Support the implementation, analysis, and reporting of performance using SCE or industry metrics (e.g., earned value management.)</p> <p>Collaborate with stakeholders and utilize applicable estimating, cost management, and/or scheduling knowledge, techniques, and tools to determine and communicate</p>	<p>projects or programs.</p> <p>Create and maintain a risk register. Accordingly, evaluate level of contingency needed using appropriate methods (e.g. Monte Carlo analysis).</p> <p>Perform <b>routine and ad-hoc</b> research, updates, and data gathering/analysis in areas of cost engineering (e.g. budget, actual, commitment, contingency, earned value, cost per unit, cost impact analysis). Prepare and present results, alternatives, and/or recommendations to support business decisions, to manage project costs and schedules, and to mitigate potential risks to projects or programs.</p> <p>Involve and support change control and contract negotiation/claim management. Support the implementation, analysis, and reporting of performance using SCE or industry metrics (e.g., earned value management.)</p> <p>Collaborate with stakeholders and utilize applicable estimating, cost management, and/or scheduling knowledge, techniques, and tools to determine and communicate</p>	<p><b>year</b> project(s) and/or programs or in response to internal or external data requests for <b>major or multi-year</b> project(s) and/or programs.</p> <p>Create and maintain a risk register. Accordingly, evaluate level of contingency needed using appropriate methods (e.g. Monte Carlo analysis).</p> <p>Perform <b>complex and detailed</b> research, updates, and data gathering/analysis in areas of cost engineering (e.g. budget, actual, commitment, contingency, earned value, cost per unit, cost impact analysis). Prepare and present results, alternatives, and/or recommendations to support business decisions, to manage project costs and schedules, and to mitigate potential risks to <b>major or multi-year</b> project(s) and/or programs.</p> <p>Involve and support change control and contract negotiation/claim management. Support the implementation, analysis, and reporting of performance using SCE or industry metrics (e.g., earned value management.)</p> <p>Collaborate with</p>	<p>earned value, cost per unit, cost impact analysis) for assigned <b>major or multi-year</b> project(s) and/or programs or in response to internal or external data requests for <b>major or multi-year</b> project(s) and/or programs.</p> <p>Create and maintain a risk register. Accordingly, evaluate level of contingency needed using appropriate methods (e.g. Monte Carlo analysis).</p> <p>Provide <b>consultation or expert advice on complex matters, best practices,</b> and data analysis in areas of cost engineering (e.g. budget, actual, commitment, contingency, earned value, cost per unit, cost impact analysis). Perform highly complex analytics and prepare and present results, alternatives, and/or recommendations to support business decisions, to manage project costs and schedules, and to mitigate potential risks to <b>major or multi-year</b> project(s) and/or programs.</p> <p>Involve and support change control and contract negotiation/claim management. Support the implementation, analysis, and reporting of</p>	<p>earned value, cost per unit, cost impact analysis) for a <b>portfolio of major or multi-year</b> projects and/or programs or in response to internal or external data requests for a <b>portfolio of major or multi-year</b> project(s) and/or programs.</p> <p><b>Oversee and review</b> the documentation and evaluation of risks and contingency calculation using appropriate methods (e.g. Monte Carlo analysis).</p> <p><b>Lead or oversee</b> all analytics required in areas of cost engineering (e.g. budget, actual, commitment, contingency, earned value, cost per unit, cost impact analysis). Perform highly complex analytics and prepare and present results, alternatives, and/or recommendations to support business decisions, to manage project costs and schedules, and to mitigate potential risks to a <b>portfolio of major or multi-year</b> project(s) and/or programs.</p> <p>Involve and support change control and contract negotiation/claim management. Support the implementation, analysis, and reporting of performance using SCE or industry metrics (e.g.,</p>



Dimension	Project Controls Specialist 1	Project Controls Specialist 2	Project Controls Specialist 3	Project Controls Specialist 4	Project Controls Specialist 5
Job Code	PCE1	PCE2	PCE3	PCE4	PCE5
	<p>the results (e.g., trend, variance, and cost impact).</p> <p><b>Assist with</b> the preparation of project controls data request responses and work papers in supporting corporate/OU governance (e.g. Business Oversight Team and Capital Review Team), internal/external audits, General Rate Cases, and any pertinent regulatory filings.</p>	<p>the results (e.g., trend, variance, and cost impact).</p> <p>Prepare project controls data request responses and work papers in supporting corporate/OU governance (e.g. Business Oversight Team and Capital Review Team), internal/external audits, General Rate Cases, and any pertinent regulatory filings.</p> <p>Assess customer needs and determine recommended approach to resolve matters of significance. Apply knowledge following prescribed procedures or determining which procedures to follow. Determine whether specified standards have been satisfied.</p>	<p>stakeholders and utilize applicable estimating, cost management, and/or scheduling knowledge, techniques, and tools to determine and communicate the results (e.g., trend, variance, and cost impact).</p> <p>Prepare project controls data request responses and work papers in supporting corporate/OU governance (e.g. Business Oversight Team and Capital Review Team), internal/external audits, General Rate Cases, and any pertinent regulatory filings.</p> <p>Assess customer needs and determine recommended approach to resolve matters of significance. Apply knowledge following prescribed procedures or determining which procedures to follow. Determine whether specified standards have been satisfied.</p> <p>Possess mentorship responsibility to develop future project controls professionals. Provides training in areas of expertise.</p>	<p>performance using SCE or industry metrics (e.g., earned value management.)</p> <p>Collaborate with stakeholders and utilize applicable estimating, cost management, and/or scheduling knowledge, techniques, and tools to determine and communicate the results (e.g., trend, variance, and cost impact).</p> <p><b>Lead</b> the preparation or prepare project controls data request responses and work papers in supporting corporate/OU governance (e.g. Business Oversight Team and Capital Review Team), internal/external audits, General Rate Cases, and any pertinent regulatory filings.</p> <p><b>Formulate or implement</b> project controls policies, standards, or operations procedures. Perform quality assurance or reconciliation tasks following established techniques and procedures. Identify and/or lead process and service improvement opportunities on matters of significance to the business.</p> <p>Possess mentorship responsibility to develop future project controls professionals. Provides training in areas of</p>	<p>earned value management.)</p> <p>Collaborate with stakeholders and utilize applicable estimating, cost management, and/or scheduling knowledge, techniques, and tools to determine and communicate the results (e.g., trend, variance, and cost impact).</p> <p><b>Lead or oversee</b> the preparation of project controls data request responses and work papers in supporting corporate/OU governance (e.g. Business Oversight Team and Capital Review Team), internal/external audits, General Rate Cases, and any pertinent regulatory filings.</p> <p><b>Formulate or implement</b> project controls policies, standards, or operations procedures. Perform quality assurance or reconciliation tasks following established techniques and procedures. Identify and/or lead process and service improvement opportunities on matters of significance to the business.</p> <p>Possess mentorship responsibility to develop future project controls professionals. Provides training in areas of expertise.</p>

Dimension	Project Controls Specialist 1	Project Controls Specialist 2	Project Controls Specialist 3	Project Controls Specialist 4	Project Controls Specialist 5
Job Code	PCE1	PCE2	PCE3	PCE4	PCE5
				expertise.	May have direct reports or supervisory responsibilities.
Decision Making & Impact	<p>Provides information and recommendations to lead PCE for review.</p> <p>This position is required to make day-to-day, routine decisions based on:</p> <p>Established company/department's policies, guidelines, and work instructions.</p> <p>Project controls and/or project management body of knowledge.</p> <p>Direction from direct supervisor and/or guidance from direct supervisor, project managers, discipline leads, and team members.</p>	<p>Provides information and recommendations on all projects.</p> <p>This position is required to make day-to-day, routine decisions.</p> <p>Influences project decisions that have a <b>low to moderate</b> impact on the Company.</p> <p>Established company/department's policies, guidelines, and work instructions.</p> <p>Project controls and/or project management body of knowledge.</p> <p>Direction from direct supervisor and/or guidance from direct supervisor, project managers, functional managers, discipline leads, and team members.</p>	<p>Provides information and recommendations on all <b>complex</b> projects.</p> <p>This position is required to make day-to-day, complex decisions.</p> <p>Influences project decisions that have a <b>moderate</b> impact on the Company.</p> <p>Established company/department's policies, guidelines, and work instructions.</p> <p>Project controls and/or project management body of knowledge.</p> <p>Direction from direct supervisor and/or guidance from direct supervisor, project managers, functional managers, discipline leads, and team members.</p>	<p>Provides information and recommendations on project decisions that require <b>specialized knowledge</b>.</p> <p>This position is required to make day-to-day, highly complex decisions.</p> <p>Influences decisions that have a <b>significant</b> impact on the Company.</p> <p>Established company/department's policies, guidelines, and work instructions.</p> <p>Project controls and/or project management body of knowledge.</p>	<p>Provides information and recommendations on issues that require <b>highly specialized knowledge</b>.</p> <p>This position is required to make day-to-day decisions on the most complex projects that have a significant impact to the Company.</p> <p>Highly influential on <b>strategic management decisions</b> that can have <b>major</b> impact on the Company.</p> <p>Highly influential on the development of new <b>industry standards</b> that have operational or financial impact on the Company.</p> <p>Provides excellent oral and written presentations both internally and externally representing the Company.</p> <p>Established company/department's policies, guidelines, and work instructions.</p> <p>Project controls and/or project management body of knowledge.</p>

<b>Dimension</b>	<b>Project Controls Specialist 1</b>	<b>Project Controls Specialist 2</b>	<b>Project Controls Specialist 3</b>	<b>Project Controls Specialist 4</b>	<b>Project Controls Specialist 5</b>
<b>Job Code</b>	<b>PCE1</b>	<b>PCE2</b>	<b>PCE3</b>	<b>PCE4</b>	<b>PCE5</b>
Education , Certificates, and/or Licenses (Minimum Requirements)	<p>A combination of education, training, and experience, generally equivalent to those typically possessed by a 4-year college graduate.</p> <p>Preferred a degree in engineering, engineering technology, construction management, project management, business administration or technical discipline.</p> <p>Preferred Certificate and/or Licenses: Certified Cost or Scheduling Technician, Six Sigma, Certified Associate in Project Management or EIP/FE credential(s).</p>	<p>A combination of education, training, and experience, generally equivalent to those typically possessed by a 4-year college graduate.</p> <p>Preferred a degree in engineering, engineering technology, construction management, project management, business administration or technical discipline.</p> <p>Preferred Certificate and/or Licenses: Certified Cost or Scheduling Technician, Six Sigma, Certified Associate in Project Management or EIP/FE credential(s).</p>	<p>A combination of education, training, and experience, generally equivalent to those typically possessed by a 4-year college graduate.</p> <p>An advanced degree preferred.</p> <p>Preferred a degree in engineering, engineering technology, construction management, project management, business administration or technical discipline.</p> <p>Preferred Certificate and/or Licenses: AACEI, PMI, Six Sigma or PE credential(s).</p>	<p>A combination of education, training, and experience, generally equivalent to those typically possessed by a 4-year college graduate.</p> <p>An advanced degree preferred.</p> <p>Preferred a degree in engineering, engineering technology, construction management, project management, business administration or technical discipline.</p> <p>Preferred Certificate and/or Licenses: AACEI, PMI, Six Sigma or PE credential(s).</p>	<p>A combination of education, training, and experience, generally equivalent to those typically possessed by a 4-year college graduate.</p> <p>An advanced degree preferred.</p> <p>Preferred a degree in engineering, engineering technology, construction management, project management, business administration or technical discipline.</p> <p>Preferred Certificate and/or Licenses: AACEI, PMI, Six Sigma or PE credential(s).</p>
Knowledge/Experience	<p>Limited knowledge and experience in Project Management, Project Controls, and/or Construction Management to perform routine assignments or projects.</p> <p>Typically possesses zero to three years of experience performing related or similar function and assignment in Project Management, Project Controls, and/or Construction Management. Utility or capital construction experience desirable.</p>	<p>General knowledge and experience in Project Management, Project Controls, and/or Construction Management to perform routine and moderately complex assignments or projects.</p> <p>Typically possesses three to five years of experience in Project Management, Project Controls, and/or Construction Management. Utility or capital construction experience desirable.</p> <p>Demonstrates knowledge</p>	<p>Broad knowledge and experience in Project Management, Project Controls, and/or Construction Management necessary to perform complex projects.</p> <p>Typically possesses five to seven years of experience in Project Management, Project Controls, and/or Construction Management. Utility or capital construction experience desirable.</p> <p>Demonstrates knowledge and experience in Microsoft</p>	<p>Thorough knowledge and experience in Project Management, Project Controls, and/or Construction Management necessary to perform very complex or unique projects.</p> <p>Detailed knowledge of applicable standards, codes, methods, and practices unique to area of expertise.</p> <p>Ability to apply advanced principles to identify and resolve complex issues.</p> <p>Typically possesses seven to ten years of experience in</p>	<p>Advanced knowledge and experience in Project Management, Project Controls, and/or Construction Management necessary to perform the most complex or unique projects.</p> <p>Advanced knowledge of latest technologies necessary to perform a variety of specialized, unique or complex assignments for various types of services.</p> <p>Limited number of personnel available in the industry with the required</p>

Dimension	Project Controls Specialist 1	Project Controls Specialist 2	Project Controls Specialist 3	Project Controls Specialist 4	Project Controls Specialist 5
Job Code	PCE1	PCE2	PCE3	PCE4	PCE5
	<p>Demonstrates ability or knowledge in Microsoft software (e.g., Word, Excel, PowerPoint, and Visio). Ability or knowledge in SAP desirable.</p> <p>Preferred ability or knowledge in Project Controls software (e.g. Primavera, Project, Project System or Contract Manager).</p>	<p>and experience in Microsoft software (e.g., Word, Excel, PowerPoint, and Visio). Ability or knowledge in SAP desirable.</p> <p>Demonstrates ability or knowledge in Project Controls software (e.g. Primavera, Project, Project System or Contract Manager).</p>	<p>software (e.g., Word, Excel, PowerPoint, and Visio). Ability or knowledge in SAP desirable.</p> <p>Demonstrates knowledge and experience in Project Controls software (e.g. Primavera, Project, Project System or Contract Manager).</p>	<p>Project Management, Project Controls, and/or Construction Management.</p> <p>Demonstrates advanced knowledge and experience in Microsoft software (e.g., Word, Excel, PowerPoint, and Visio). Ability or knowledge in SAP desirable.</p> <p>Demonstrates advance knowledge and experience in Project Controls software (e.g. Primavera, Project, Project System or Contract Manager).</p>	<p>knowledge, ability, and experience.</p> <p>Typically possesses ten or more years of experience in Project Management, Project Controls, and/or Construction Management.</p> <p>Typically possesses three or more years' supervising experience or ten or more years performing in the function being managed.</p> <p>Demonstrates advance knowledge and experience in Microsoft software (e.g., Word, Excel, PowerPoint, and Visio). Ability or knowledge in SAP desirable.</p> <p>Demonstrates advance knowledge and experience in Project Controls software (e.g. Primavera, Project, Project System or Contract Manager).</p>

## Assistant Chief Pilot/Chief Pilot

**General Description:**

Pilots a single or multi-engine rotary wing aircraft. Performs pre-flight inspection and conducts flight planning activities. Performs comprehensive safety briefing. Conduct training and pilot qualification checking. Provide operational oversight to flight staff. Complies with all applicable federal and state aviation regulations.

Dimension	Assistant Chief Pilot	Chief Pilot
Job Code	PIL1	PIL2
Area of Responsibility	<p>Conducts routine and complex missions in company aircraft, including powerline patrols, passenger transports, photo flights, positioning flights, snow surveys, and external -load missions such as line stringing, concrete pours, polesets, Human External Cargo and other work methods as needed.</p> <p>Performs pre-flight inspection of the aircraft, including but not limited to fuel contamination and capacity checks based on length of mission and altitude, interior and exterior aircraft component checks, safety equipment, and communication/navigation systems.</p> <p>Conducts flight planning activities, including researching flight details for assigned missions, performance planning, weather conditions, mission details, special equipment needs, ground support needs, passenger information, and review of scored risk mitigation assessment</p> <p>Performs a comprehensive safety briefing for all assigned flight and ground personnel prior to a mission. Provides special emphasis as needed due to additional circumstances.</p> <p>Prepares all flight-related documentation accurately and timely, including flight sheets, duty records, incident reports, daily helicopter flight report, and any other required records.</p> <p>Assists Chief Pilot in developing and evaluating existing/new work methods. Conducts training and qualification checking for current flight staff to ensure proficiency and continuing progression of required qualification on all work methods.</p> <p>Provides operational oversight of the flight staff as directed by the Chief Pilot or during the Chief Pilot's absence. Implements action plans to improve performance and cost effectiveness. Performs other duties and responsibilities as assigned by Chief Pilot and Aircraft Operations Management team.</p> <p>Coordinates, directs and maintains contacts with operating unit partners , consultant, and suppliers/vendors.</p> <p>Complies with all applicable federal and state aviation regulations and company policies and procedures.</p>	<p>Conducts routine and complex missions in company aircraft, including powerline patrols, passenger transports, photo flights, positioning flights, snow surveys, and external -load missions such as line stringing, concrete pours, polesets, Human External Cargo and other work methods as needed.</p> <p>Performs pre-flight inspection of the aircraft, including but not limited to fuel contamination and capacity checks based on length of mission and altitude, interior and exterior aircraft component checks, safety equipment, and communication/navigation systems.</p> <p>Conducts flight planning activities, including researching flight details for assigned missions, performance planning, weather conditions, mission details, special equipment needs, ground support needs, passenger information, and review of scored risk mitigation assessment</p> <p>Performs a comprehensive safety briefing for all assigned flight and ground personnel prior to a mission. Provides special emphasis as needed due to additional circumstances.</p> <p>Prepares all flight-related documentation accurately and timely, including flight sheets, duty records, incident reports, daily helicopter flight report, and any other required records.</p> <p>Partners with operating units to develop and evaluate existing/new work methods. Oversees training and qualification of current flight staff to ensure proficiency and continuing progression of required qualification on all work methods.</p> <p>Provides supervision as related to budgets, objectives, core business activities, quality of service, productivity, cost effectiveness to customers and outside agencies. Directs flight personnel in assigned projects, safety activities, and recordkeeping. Implements action plans to improve performance and cost-effectiveness.</p> <p>Coordinates, directs and maintains contacts with operating unit partners , consultant, and suppliers/vendors.</p> <p>Complies with all applicable federal and state aviation regulations and company policies and procedures.</p>

<b>Dimension</b>	<b>Assistant Chief Pilot</b>	<b>Chief Pilot</b>
<b>Job Code</b>	<b>PIL1</b>	<b>PIL2</b>
Decision Making & Impact	<p>Makes decisions which may have a major impact on lives.</p> <p>Provide operational oversight which may have an impact on issues</p> <p>Discuss any deviations with leadership.</p>	<p>Makes decisions which may have a major impact on lives.</p> <p>Provides direction/coaching and makes decisions on diverse issues.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Bachelor degree or equivalent experience.</p> <p>Rotary wing: Aeronautical Certificate, valid Commercial or ATP Certificate and current instrument rating.</p> <p>Class II FAA Medical Certificate required.</p>	<p>Bachelor degree or equivalent experience.</p> <p>Rotary wing: Aeronautical Certificate, valid Commercial or ATP Certificate and current instrument rating.</p> <p>Class II FAA Medical Certificate required.</p> <p>Qualification in Class D External Load Precision, as outlined in the SCE Aircrew Training and Standardization Manual.</p>
Knowledge/Experience	<p>Rotary-wing: minimum of 5,000 total flight hours.</p> <p>500 flight hours in elevation above 5,000 feet.</p> <p>Must have 500 hours in one of the following type of helicopters: EC135/AS350/B205</p> <p>Must have 700 hours of external load experience.</p> <p>Basic computer skills, e-mail, and word processing.</p> <p>Demonstrated excellent oral, written and interpersonal skills.</p>	<p>Rotary-wing: minimum of 7,000 total flight hours.</p> <p>500 flight hours in elevation above 5,000 feet.</p> <p>Must have 500 hours in one of the following type of helicopters: EC135/AS350/B205</p> <p>Must have 1,000 hours of external load experience.</p> <p>Basic computer skills, e-mail, and word processing.</p> <p>Demonstrated excellent oral, written and interpersonal skills.</p> <p>Thorough knowledge of pilot/flight operations and corporate governmental and regulatory agencies' policies and regulations.</p> <p>Ability to manage personnel and other resources with sensitivity, and to evaluate and implement action for a variety of complex situations requiring an extremely exacting safety margin.</p> <p>Typically possesses five or more years of combined experience performing or supervising function.</p>
Test	Test(s) Required	

## Planner

**General Description:**

Develops plans, designs, resource requirements, and cost estimates for construction and maintenance projects involving: transmission, distribution, and telecommunication overhead and underground lines and facilities, generation maintenance projects and facilities, and properties and facilities projects. May also participate in the acquisition of permits and environmental requirements and coordinate required project components with other departments, customers, governmental bodies, and various external organizations.

Dimension	Planner 1	Planner 2	Planner 3
Job Code	PLA1	PLA2	PLA3
Area of Responsibility	<p>Develops estimates and prepares work orders, drawings, or construction plans and initiates or prepares bills of material used for construction on projects. Assists in determining the scope of work, method of service, and construction methods for overhead and underground facilities.</p> <p>May prepare maintenance work packages including development of work plans, defining procedures, drawings and manpower, material equipment, and post-maintenance test requirements. Approves completed work packages ensuring that documentation of parts used and work performed meet requirements of applicable codes, regulations, procedures, and technical specifications.</p> <p>Provides coordination and planning of minor projects with other departments, division, or work groups and/or outside organizations in order to establish and meet scheduled operating dates.</p>	<p>Develops estimates and prepares work orders or construction plans on major projects or several smaller projects. Determines the scope of work, method of service, and construction methods for overhead and underground facilities.</p> <p>Provides coordination and planning of major projects with other departments and/or outside organizations in order to establish and meet scheduled operating dates. Maintains records and data as required. Provides information and data regarding future growth and budgetary planning.</p> <p>As a team lead, evaluates operational emergencies and dispatches crews and resources to restore service as needed. May provide functional direction to crews and contractors.</p>	<p>Manages assignments in specialized or unique areas where scope of work, method of service and construction methods are particularly complex, critical, large and/or sensitive projects.</p> <p>Project leader for the design and implementation of major and/or complex projects. Develops recommendations, plans, influences, anticipates, and communicates conditions, trends and corrective actions in operational areas.</p> <p>Serves as senior staff expert. Provides leadership, direction, training and mentoring to staff. Acts as supervisor in his/her absence.</p> <p>Interfaces with Engineering and other internal and external organizations and governmental agencies.</p> <p>Plans multiple strategic and/or sensitive projects which involve major governmental and regulatory agencies.</p>
Decision Making & Impact	Provides information that may have a moderate impact on workforce scheduling.	Provides information that may have a major impact on project acceptance, funding requirement, and project.	Highly influential on final decisions that have major operational and financial impact on the Company.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of education, training, and experience to gain knowledge and skills equivalent to those typically possessed by a high school graduate.	A combination of education, training, and experience to gain knowledge and skills equivalent to those typically possessed by a high school graduate.	Bachelor Degree in a specialized field or related field or an equivalent amount of education, training and experience.

<b>Dimension</b>	<b>Planner 1</b>	<b>Planner 2</b>	<b>Planner 3</b>
<b>Job Code</b>	<b>PLA1</b>	<b>PLA2</b>	<b>PLA3</b>
Knowledge/Experience	<p>Broad knowledge of engineering principles, construction standards, industry practices, and/or power plant electrical test apparatus, instrumentation, and control systems.</p> <p>Typically possesses three or more years' experience as a planner or six or more years experience performing technical construction work. Nuclear maintenance planners require a minimum of one year at top step Test Technician A or two years at top step Nuclear Instrument, Radiation Instrument, or Nuclear Computer Technician and a minimum of one year nuclear generating plant experience in accordance with ANSI 18.1 requirements.</p>	<p>Thorough knowledge of engineering principles, construction standards, and industry practices.</p> <p>Typically possesses five or more years' experience as a planner in substation, transmission, distribution, telecommunication, or generation facility.</p>	<p>Advanced knowledge of engineering principles, construction standards, and industry practices.</p> <p>Thorough knowledge of project management principles, tools and techniques.</p> <p>Limited number of personnel in industry with knowledge and abilities</p> <p>Typically possesses eight or more years' experience as a planner in substation, transmission, distribution, telecommunication, or generation facility.</p>



## Procurement Agent

**General Description:**

Negotiates and/or coordinates on behalf of the Company the purchase, lease, or license of materials, supplies, services, raw material, and/or equipment in compliance with legal, technical, and Corporate requirements.

Dimension	Procurement Agent 1	Procurement Agent 2	Procurement Agent 3	Procurement Agent 4
Job code	PRA1	PRA2	PRA3	PRA4
Area of Responsibility	<p>Under general guidance, performs transactions involving the purchase, lease, or licensing of: materials, supplies, services, technology, and/or equipment.</p> <p>Participates in the development, negotiation, and procurement of minor to moderately complex purchase orders, change orders, requests for proposals, contracts/agreements, and amendments to contracts/agreements as required.</p> <p>Ensures achievement of the best value to the Company by coordinating the bid process and making recommendations for contract awards of minor to moderate value.</p> <p>Establishes and maintains positive working relationships with vendors, suppliers and contractors as well as Corporate managers, supervisory and non-supervisory personnel.</p> <p>May participate in strategic sourcing studies, forecasts, and cost projections with minor to moderate impact on business and operational strategy.</p>	<p>Represents the Company as a primary contact in transactions involving the purchase, lease, or licensing of: materials, supplies, services, technology, and/or equipment.</p> <p>Participates in and may direct the development, negotiation, and procurement of moderately complex purchase orders, change orders, requests for proposals, and contracts/agreements. Negotiates amendments to contracts/agreements as required.</p> <p>Interprets contract provisions and resolves preliminary disputes.</p> <p>Ensures achievement of the best value to the Company by coordinating the bid process and making recommendations for contract awards of moderate value.</p> <p>Establishes and maintains positive working relationship with vendors, suppliers and contractors as well as Corporate managers, supervisory and non-supervisory personnel.</p> <p>May participate in or lead strategic sourcing studies, forecasts, and cost projections with moderate impact on business and operational strategy.</p>	<p>Represents the Company as a primary contact in transactions involving the purchase, lease, or licensing of: materials, supplies, services, technology, and/or equipment.</p> <p>Directs and/or participates in the development, negotiation, and procurement of moderate to major or complex purchase orders, change orders, requests for proposals, and contracts/agreements. Negotiates amendments to contracts/agreements as required. Routinely is assigned long-term, large procurements of critical, strategic materials and services that have a major impact on business strategy and operations.</p> <p>Interprets contract provisions and resolves unusual or politically sensitive disputes. Provides advice to management on contractual implications of the Company's vendors' suppliers' or contractors' actions.</p> <p>Ensures achievement of the best value to the Company by directing/coordinating the bid process and making recommendations for contract awards of major value.</p> <p>Establishes and maintains positive working relationships with</p>	<p>Represents the Company as a lead contact in transactions involving the purchase, lease, or licensing of: materials, supplies, services, technology, and/or equipment.</p> <p>Directs and/or participates in the development, negotiation, and procurement of major, complex and/or sensitive purchase orders, change orders, requests for proposals, and contracts/agreements. Negotiates amendments to contracts/agreements as required. Routinely is assigned long-term, large procurements of critical, strategic materials and services that have a major impact on business strategy and operations.</p> <p>Interprets contract provisions and resolves unusual or politically sensitive disputes. Provides advice to senior management on contractual implications of the Company's vendors' suppliers' or contractors' actions.</p> <p>Ensures achievement of the best value to the Company by directing the bid process and making decisions for contract awards of major value.</p> <p>Establishes and maintains positive working relationships with vendors, suppliers and contractors as well as Corporate Officers,</p>

<b>Dimension</b>	<b>Procurement Agent 1</b>	<b>Procurement Agent 2</b>	<b>Procurement Agent 3</b>	<b>Procurement Agent 4</b>
<b>Job code</b>	<b>PRA1</b>	<b>PRA2</b>	<b>PRA3</b>	<b>PRA4</b>
Area of Responsibility (continued)		On occasion, may provide functional direction to other agents.	vendors, suppliers and contractors as well as Corporate Officers, managers, supervisory and non-supervisory personnel.  May perform/lead strategic sourcing studies, forecasts, and cost projections with moderate to major impact on business and operational strategy.  May provide functional direction to other agents.	managers, supervisory and non-supervisory personnel.  Performs strategic sourcing studies, forecasts, and cost projections with a major impact on business and operational strategy.  Provides functional direction and training to other agents.
Decision Making & Impact	Provides advice, solutions, and recommendations on decisions having minor to moderate impact on the Corporation.  On occasion, may make final decisions consistent with organizational authorization levels.	Provides advice, solutions, and recommendations on decisions having moderate to major impact on the Corporation.  Influential on final decisions.  May make final decisions consistent with organizational authorization levels.	Provides advice, solutions, and recommendations on decisions having major impact on the Corporation.  Highly influential on final decisions.  May make final decisions consistent with organizational authorization levels.	Provides advice, solutions, and recommendations on decisions having major impact on the Corporation.  Highly influential on final decisions.  Makes final decisions consistent with organizational authorization levels.
Education, Certifications, and/or Licenses (Minimum Requirements)	Associate degree in Business or related field or an equivalent combination of education, training, and experience.  Pursuing certification/licensing as required by specified areas of responsibility including, among others, supply chain management.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience. J.D. also preferable.  May require certification/licensing in specified areas of responsibility including, among others, supply chain management.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience. J.D. also preferable.  May require certification/licensing in specified areas of responsibility including, among others, supply chain management.	Bachelor Degree in Business or related field or an equivalent combination of education, training, and experience. J.D. also preferable.  May require certification/licensing in specified areas of responsibility including, among others, supply chain management.

<b>Dimension</b>	<b>Procurement Agent 1</b>	<b>Procurement Agent 2</b>	<b>Procurement Agent 3</b>	<b>Procurement Agent 4</b>
<b>Job code</b>	<b>PRA1</b>	<b>PRA2</b>	<b>PRA3</b>	<b>PRA4</b>
Knowledge/Experience	<p>General knowledge of Company organizations, policies, and procedures.</p> <p>Typically possesses zero to two or more years' experience in negotiating or purchasing.</p>	<p>Broad knowledge of Company organizations, policies and procedures, and specifics associated with professional field.</p> <p>Typically possesses two or more years' experience in negotiating or purchasing.</p>	<p>Thorough knowledge of Company organizations, policies and procedures, and specifics associated with professional field.</p> <p>Typically possesses four or more years' experience in negotiating or purchasing.</p>	<p>Advanced knowledge of Company organizations, policies and procedures, and specifics associated with professional field.</p> <p>Typically possesses six or more years' experience in negotiating or purchasing.</p>

## Power System Operation Specialist

**General Description:**

Performs power system operation functions such as dispatching, power scheduling, resource planning, analysis, and development of system operator training. Coordinates generation and transmission outages and the development of computer based operational tools. Performs operational coordination with other departments in the design and construction of power system facilities. Influences, anticipates, and communicates conditions, trends, and corrective actions in operational areas.

Dimension	Power System Operation Specialist 1	Power System Operation Specialist 2	Power System Operation Specialist 3	Power System Operation Specialist 4
Job code	PSO1	PSO2	PSO3	PSO4
Area of Responsibility	Performs analysis, coordinates the electric system operation, and develops recommendations which address problems that require broad operational knowledge to resolve.	<p>Performs analysis, coordinates the electric system operation, develops recommendations, and may provide consulting to address problems that may cross organizational boundaries and require thorough operational knowledge to resolve.</p> <p>May lead a team or participate as a team member during implementation.</p>	<p>Performs analysis, coordinates the electric system operation, develops recommendations, and may provide consulting to address problems that may cross organizational boundaries and require thorough operational knowledge to resolve.</p> <p>Supervises, implements and/or leads specialized operational projects, tasks or work groups to solve critical operational problems.</p> <p>Negotiates with management to obtain resources and finalize implementation schedules.</p> <p>Works directly with ISO regarding outages, schedules and adjustments. Solves problems and takes lead on resolving disputes. Works with plant and transmission operators to optimize operations and ensure instructions are carried out. Monitors all aspects of shift activity.</p> <p>Mentors PSO2, checks work, and assumes responsibility for accuracy and proper operation during a shift.</p>	<p>Performs analysis, coordinates the electric system operation, develops recommendations, and may provide consulting to address problems that may cross organizational boundaries and require thorough operational knowledge to resolve.</p> <p>Supervises, implements and/or leads specialized operational projects, tasks or work groups to solve critical operational problems.</p> <p>Negotiates with management to obtain resources and finalize implementation schedules.</p> <p>Works directly with ISO and PX with regard to outages, schedules, and adjustments. Solves problems, takes lead on resolving disputes. Works with plant and transmission operators to optimize operations and ensure instructions are carried out. Monitors all aspects of shift activity.</p> <p>Provides leadership, direction, training, and counseling to PSO2s and PSO3s, checks work, and assumes responsibility for accuracy and proper operation during a shift.</p> <p>Serves as senior consultant for the</p>

<b>Dimension</b>	<b>Power System Operation Specialist 1</b>	<b>Power System Operation Specialist 2</b>	<b>Power System Operation Specialist 3</b>	<b>Power System Operation Specialist 4</b>
<b>Job code</b>	<b>PSO1</b>	<b>PSO2</b>	<b>PSO3</b>	<b>PSO4</b>
				Company in a specific area of responsibility.
Decision Making & Impact	Provides recommendations concerning the operations of the electric system which typically have minor impact on a project level.	Provides recommendations concerning the operation of the electric system which typically have a moderate impact at the department and/or organizational level.	Provides recommendations concerning the operation of the electric system which typically have a major impact at the Corporate and/or department level.  Makes real-time and day-ahead decisions that have direct reliability or monetary effect on the Corporation.	Responsible for final decisions regarding the operation of the electric system, which typically have a major impact at the Corporate and/or department level.  Makes real-time and day-ahead decisions that have direct major reliability or monetary effect on the Corporation and a major impact electric market and ISO operations.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of education, training, and experience to gain knowledge, skills and abilities generally equivalent to those typically possessed by a high school graduate.	A combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate.  Dispatch certification may be required  Bachelor Degree in a related field is preferred.	Bachelor Degree in a specialized or related field or an equivalent combination of education, training, and experience.  Dispatch certification may be required.	Bachelor Degree in a specialized or related field or an equivalent combination of education, training, and experience.  Dispatch certification may be required.
Knowledge/Experience	General knowledge in electric system operations usually obtained through work experience and extensive training.  Typically possesses two or more years of experience in field operations or five or more years' experience performing related functions requiring specialized training and education.	Broad knowledge in electric system operations.  Limited number of personnel available with knowledge and abilities.  Typically possesses four or more years of experience in electric system operations.	Thorough knowledge in electric system operations. Recognized internally and externally as an expert in electric system operations.  Thorough knowledge of ISO operations and control of the generation of transmission system.  Limited number of personnel available with knowledge and abilities.	Advanced knowledge in electric system operations. Recognized internally and externally as an expert in electric system operations. Advanced knowledge of ISO and PX operations and control of the generation or transmission system. Understands the operational and economic impacts of the deregulated energy and ancillary services markets.  Extremely limited number of personnel available with

<b>Dimension</b>	<b>Power System Operation Specialist 1</b>	<b>Power System Operation Specialist 2</b>	<b>Power System Operation Specialist 3</b>	<b>Power System Operation Specialist 4</b>
<b>Job code</b>	<b>PSO1</b>	<b>PSO2</b>	<b>PSO3</b>	<b>PSO4</b>
			Typically possesses eight or more years of experience in electric system operations.	knowledge and abilities.  Typically possesses ten or more years of experience in electric system operations.

## Planner – Power Systems

**General Description:**

Develops competitive assessments, integrated systems analyses, business, and facility strategies and plans, customer and market assessments. Develops integrated strategies and policies associated with the planning, licensing, pricing, marketing, utilization, operation and maintenance of the Company’s supply and transmission systems. Develops studies, plans regulatory support and testimony, guidelines, quantitative models, specifications, contracts, evaluations, performance assessments and forecasts.

Dimension	Planner - Power Systems 1	Planner - Power Systems 2	Planner - Power Systems 3	Planner - Power Systems 4
Job Code	PSP1	PSP2	PSP3	PSP4
Area of Responsibility	<p>Performs well-defined engineering or analytical assignments.</p> <p>Performs routine or repetitive engineering or analytical assignments or assists in the performance of complex engineering or analytical assignments.</p>	<p>Performs complex or novel engineering or analytical assignments.</p> <p>Performs engineering or analytical tasks associated with a large project or a number of small projects.</p> <p>May direct the engineering or analytical tasks associated with a large project or a number of small projects.</p> <p>Supports supervision in providing leadership direction and training of staff.</p>	<p>Performs and reviews assignments in specialized areas or in unique areas where engineering or analytical precedents are incomplete or lacking.</p> <p>Directs or performs engineering or analytical tasks associated with a critical or analytical project or a number of small projects with many complex features.</p> <p>Serves as senior staff expert for the organization in a specific area of responsibility.</p> <p>Assists management in providing leadership, direction, training, and counseling to staff.</p> <p>Acts as expert witness in regulatory hearings.</p>	<p>Provides expert advice on highly complex and unique technical problems that lack engineering precedents and requires the application of advanced engineering principles.</p> <p>Manages the evaluation, development, and implementation of projects that have major financial or operational impact to the Company. Makes strategic decisions regarding changing project direction.</p> <p>Implements and/or leads the implementation of large specialized technical projects that have major financial impact on the Company.</p> <p>Serves as senior consultant for the Company in a specific area of responsibility. Provides leadership, direction, training and counseling to staff.</p> <p>Acts as expert witness in regulatory hearings.</p>
Decision Making & Impact	Provides information and recommendations on decisions having minor impact on the Company.	Provides information and recommendations. Influences final project decisions having a moderate impact on the Company.	Provides information and recommendations. Highly influential on final decisions. Influences project decisions having a moderate to major impact on the Company.	Provides technical leadership or recommendations that typically have a major impact on the Company. Responsible for final decisions.

<b>Dimension</b>	<b>Planner - Power Systems 1</b>	<b>Planner - Power Systems 2</b>	<b>Planner - Power Systems 3</b>	<b>Planner - Power Systems 4</b>
<b>Job Code</b>	<b>PSP1</b>	<b>PSP2</b>	<b>PSP3</b>	<b>PSP4</b>
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Engineering, Economics or related field.  Advanced degree preferred.	Bachelor Degree in Engineering, Economics or related field.  Advanced degree preferred.	Bachelor Degree in Engineering, Economics or related field.  Advanced degree preferred.	Bachelor Degree in Engineering, Economics or related field.  Advanced degree preferred.
Knowledge/Experience	General knowledge and experience with regulatory policies, methods, and practices necessary to perform routine and moderately complex assignments.  Typically possesses zero to three years of applicable engineering/analytical experience.	Broad knowledge and experience with regulatory policies, methods, and practices necessary to perform complex assignments.  Typically possesses five or more years of applicable engineering/analytical experience.	Thorough knowledge and experience with regulatory policies, methods, and advanced planning/engineering principles necessary to perform very complex or unique assignments.  Typically possesses eight or more years of applicable engineering/analytical experience.	Advanced knowledge and experience with regulatory policies, methods, and advanced planning/engineering principles. Recognized internally and externally as an expert in the field. Able to perform a variety of very specialized, unique or complex assignments that require extensive analysis and research.  Limited number of personnel available in industry with knowledge and abilities.  Typically possesses fifteen or more years of applicable engineering/analytical experience.



## Procedure/Technical Writer

**General Description:**

Writes, revises, and/or updates policies, procedures, training manuals, and/or technical documents such as quality assurance program procedures or specifications (hereafter called documentation) in compliance with applicable Company policies and/or federal and state regulations and requirements.

Dimension	Procedure/Technical Writer 1	Procedure/Technical Writer 2
Job Code	PTW1	PTW2
Area of Responsibility	<p>Assists in gathering research information by conducting interviews and reviewing documentation. Evaluates and edits all input from various sources applicable to the document to ensure compliance with regulatory requirements as necessary.</p> <p>Assists in writing, developing, or revising existing documentation and designing forms. Follows established standards and guidelines.</p> <p>Maintains files and records of the research and final documentation.</p> <p>Prepares documentation which may have minor impact on regulatory and compliance issues.</p>	<p>Gathers research information through interviews and reviewing documentation. Evaluates and edits all input from various sources applicable to the document to ensure its compliance with regulatory requirements as necessary.</p> <p>Writes, develops, or revises existing documentation and designs forms. Follows established standards and guidelines.</p> <p>Maintains files and records of the research and final documentation.</p> <p>Prepares documentation which may have minor impact on regulatory and compliance issues.</p> <p>May act as a lead or provide functional direction.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	Broad knowledge of grammar, spelling, punctuation, and the fundamentals of technical writing. General knowledge of the applicable Company policies and/or federal and state regulatory codes and requirements.	Thorough knowledge of grammar, spelling, punctuation, and the fundamentals of technical writing. Broad knowledge of the applicable Company policies and/or federal and state regulatory codes and requirements.
Knowledge/Experience	<p>Associate degree or an equivalent combination of education, training, and experience.</p> <p>Typically possesses zero to two years' experience writing technical manuals or procedures.</p>	<p>Associate degree or an equivalent combination of education, training, and experience.</p> <p>Typically possesses four or more years' experience writing technical manuals or procedures.</p>

## Real Time Operations Manager

**General Description:**

Manages the Real Time Operations Department. Coordinates electric grid operations; performs day-ahead or real-time scheduling tasks; and develops recommendations and provides expert advice to address complex and unique problems that cross organizational boundaries and/or require advanced operational knowledge to resolve. Manages and allocates financial and employee resources. Provides leadership to staff including counseling, training and development, salary administration, selection and/or approval of selected personnel, affirmative action, equal opportunity, and disciplinary action.

Dimension	Real Time Operations Manager 1
<b>Job Code</b>	<b>ROM1</b>
Area of Responsibility	<p>Manage the day to day Real Time Operations and ensure company's portfolio is the least cost and best fit method.</p> <ul style="list-style-type: none"> <li>• Responsible for analysis of energy schedules and current system conditions</li> <li>• Develop responses to California Independent System Operator (CAISO) declared emergencies</li> <li>• Alter plans and reduce startups which have effect on overages</li> <li>• Adapt to changing conditions that influence the dispatch of power</li> </ul> <p>Responsible for ensuring compliance with regulatory agencies.</p> <ul style="list-style-type: none"> <li>• Standard Capacity Product reporting</li> <li>• Ensure compliance with CAISO Tariffs</li> <li>• Ensure compliance with North American Electric Reliability Corporation (NERC) mandatory standards of compliance</li> <li>• Ensure compliance with Federal Energy Regulatory Commission (FERC) standards of conduct rule</li> <li>• Ensure Affiliate compliance requirements</li> </ul> <p>Responsible for renewable resource integration.</p> <ul style="list-style-type: none"> <li>• Integration of all new resources (Solar, Wind, etc.) into the portfolio</li> <li>• Contract implementation, assesses contract implication for real-time decisions</li> </ul> <p>Responsible for management of workflow, departmental issues, allocating financial/employee resources, and daily transactions.</p> <p>Manages a staff of two or more focused on a specific technical discipline.</p> <p>Daily contact with senior management, regulatory agencies and other electric marketing operations.</p>

Dimension	Real Time Operations Manager 1
Job Code	ROM1
Decision Making & Impact	<p>Exercises discretion and judgement to make final decisions regarding the operation of the electric grid system which typically have a major impact at the Corporate and/or department level.</p> <p>Makes day-ahead or real-time strategic decisions that have direct major reliability or monetary effect on the Corporation and a major impact on the electric markets/systems.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	<p>Bachelor degree in applicable profession, business, or technical discipline or an equivalent combination of education, training and experience.</p> <p>Western Electricity Coordinating Council (WECC) certification and/or NERC certification preferred.</p>
Knowledge/Experience	<p>Knowledge of Company and department policies, objectives, strategies, and goals; discipline or function being managed; applicable governmental laws and regulations.</p> <p>Advanced knowledge in electric grid operations or natural gas system operations, transmission/transportation systems and scheduling processes/requirements. Recognized internally and externally as an expert in electric grid operations. Advanced knowledge of CAISO operations and control of the generation and transmission system of natural gas pipelines, capacities and ownership. Advanced knowledge of internal risk management procedures. Advanced knowledge of economic dispatch principles and policies, with the ability to translate policy into effective plans and procedures. Understands the operational and economic impacts of the deregulated energy markets.</p> <p>Typically possesses zero to five years supervising/managing Energy Operations or Energy Operations professionals and five or more years performing in function to be managed.</p>

## Safety & Environmental Specialist

**General Description:**

Implements and promotes the Company’s occupational safety, environmental, and health programs. This includes conducting safety & environmental inspections to ensure a safe work environment and reviewing compliance with all Company, state, and federal regulatory and governmental requirements.

Dimension	Safety & Environmental Specialist 1	Safety & Environmental Specialist 2	Safety & Environmental Specialist 3
Job Code	SES1	SES2	SES3
Area of Responsibility	<p>Inspects, tests, and services all fire suppression equipment at all Company facilities, including Company maintenance vehicles, to comply with federal and state Fire Marshall requirements.</p> <p>Recommends placement of portable fire extinguishers and extinguishment equipment in newly-constructed or remodeled Company facilities. Maintains and operates the fire equipment repair and test shop facilities. Recommends replacement of hand-held and wheeled fire extinguishers and related equipment.</p> <p>Assists in fire investigations.</p>	<p>Performs visual safety inspections, including job walks and surveillance of work practices and equipment within job site facilities, to ensure compliance with Company, state, and federal rules and regulations.</p> <p>Generates notices of safety and/or environmental violations and/or unsafe work practices. Initiates work orders to correct site safety deficiencies.</p> <p>Develops lesson plans and trains supervision to identify safety and/or environmental deficiencies, violations, and unsafe work practices during walkdown safety audits. Provides training to new employees on safety and accident prevention issues. Documents all safety training and maintains records.</p> <p>Participates in industrial accident investigations and OSHA inspections. Assists in inspections of site facilities by CAL-OSHA, Corporate claims personnel, and outside accident investigators.</p> <p>Oversees site accident prevention and site safety committee; developing agendas, conducting safety and health-related presentations, and assigning and tracking open log items.</p> <p>Initiates the procurement of appropriate personal protective equipment.</p>	<p>Assists department management in the development and implementation of safety strategies to achieve safety goals.</p> <p>Provides consultation services and staff assistance to department management, safety teams, and site safety personnel. Provides technical expertise to standards making committees at both the state and federal levels.</p> <p>Establishes interpretations of Company and governmental rules and regulations in matters of occupational safety and health.</p> <p>Performs inspections of Company facilities, work environments, procedures and processes, and equipment for compliance with safety standards and requirements.</p> <p>Advises on the appropriate use and limitations of safety equipment and initiates corrective actions. Approves the type of safety and/or environmental equipment to be purchased.</p> <p>Participates in more serious industrial accident investigations by providing interpretation of rules and regulations, determining root causes, and recommending solutions.</p> <p>Represents the Company at hearings on proposed safety regulations and legislation and during the course of investigations or inspections of Company facilities. Develops recommendation, supportive statements, and prepares the Company’s response in the event a citation is issued.</p>

<b>Dimension</b>	<b>Safety &amp; Environmental Specialist 1</b>	<b>Safety &amp; Environmental Specialist 2</b>	<b>Safety &amp; Environmental Specialist 3</b>
<b>Job Code</b>	<b>SES1</b>	<b>SES2</b>	<b>SES3</b>
Area of Responsibility (continued)			Develops and/or conducts safety and/or environmental training programs, informational bulletins, rules and manual revisions. Performs ergonomic analyses and makes recommendations for improvements in human factors as it relates to employee work stations.
Decision Making & Impact	Makes recommendations regarding fire training and fire suppression equipment.	Makes recommendations and decisions that may have a moderate to major departmental/site impact.	Provides comprehensive advice to all levels of management relating to the Company's occupational and health programs which may have a moderate to major impact.
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate. Basic courses in Fire Science are preferred.  Requires a license as a Registered Fire Equipment Inspector in the state in which the work is performed.	A combination of education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those typically possessed by a high school graduate or vocational courses in Physical Science, Chemistry, and Math. Certification in CPR, first aid, or as an EMT preferred. Bachelor Degree in a safety-related field is preferred.	Bachelor Degree in a safety-related field or an equivalent combination of education, training, and experience.  Certified Safety Professional (CSP) is preferred.
Knowledge/Experience	Thorough knowledge of fire extinguishing equipment, chemical agents and their use, California and Nevada fire code rules and regulations specific to building codes, and Company fire prevention rules and regulations. General knowledge of building construction codes and Company facility layouts.  Typically possesses two or more years of experience in fire prevention and fire equipment maintenance.	Thorough knowledge of Company safety, and/or environmental work rules, regulations, and policies. General knowledge of lesson plan preparation and training delivery. General knowledge of assigned site facility operation and construction methods and tools.  Typically possesses three or more years of experience in the occupational safety, environmental, and/or health field.	Broad knowledge of the Company's accident prevention rules, CAL/OSHA and other governmental regulations relating to the electric utility industry.  Typically possesses five or more years of experience in construction-related methods and standards or performing relating investigatory and regulatory proceedings related to industrial safety, health, and claims litigation.

## Manager – Strategic Planning

**General Description:**

Responsible for managing the development and implementation of high level projects with broad, strategic implications for the business unit and company. Provides management and strategic direction to project teams and is responsible for the project development, budget, and schedule. Develops and implements key business, operational, and process initiatives. Establishes goals, negotiates, and develops project plans. At higher levels, manages multiple organizational initiatives and provides strategic leadership across different organizations.

Dimension	Manager – Strategic Planning 1	Manager – Strategic Planning 2	Manager – Strategic Planning 3
Job Code	SPM1	SPM2	SPM3
<b>Area of Responsibility</b>	<p>Manages the evaluation, development, and implementation of broad operational and business process projects that have moderate financial or operational impact to the business unit or Company and affect specific business operations and processes.</p> <p>Projects typically have significant business unit wide impact. Ensures projects are completed on schedule and within budget. Makes strategic decisions regarding establishing and changing project direction. Develops specific operational plans based on broad concepts developed at higher levels of management.</p> <p>Identifies and manages resolution of major or complex issues. Issues typically do not have an established precedence for resolution.</p> <p>Manages and directs cross-functional development teams to implement operational solutions. Accomplishes objectives through professionals who exercise significant judgment.</p> <p>Interacts regularly with all levels of management. Acts as a key consultant to management for both functional and broad business issues.</p>	<p>Manages the evaluation, development, and implementation of major business and strategic initiatives that have major financial or operational impact to the business unit or Company.</p> <p>Projects are long term in nature and typically have major impact on key business unit and Company objectives. Develops core business concepts and initiatives that have major impact on the entire organization.</p> <p>Identifies and manages resolution of unusually complex issues. Ensures integration and consistency of multiple projects and initiatives. Issues typically require innovative or leading edge solutions.</p> <p>Manages and directs cross-functional development teams to address strategic issues. Accomplishes objectives through senior managers and project managers.</p> <p>Acts as a primary consultant to senior management.</p>	<p>Please contact your Compensation Consultant or Strategic Business Team member for information.</p>

<b>Dimension</b>	<b>Manager – Strategic Planning 1</b>	<b>Manager – Strategic Planning 2</b>	<b>Manager – Strategic Planning 3</b>
<b>Job Code</b>	<b>SPM1</b>	<b>SPM2</b>	<b>SPM3</b>
<b>Decision Making &amp; Impact</b>	<p>Provides direction and makes strategic decisions regarding changing project/product scope, policy, development, and implementation. Performs evaluation on issues that have a moderate impact on the department, other departments, and the Company.</p> <p>Decisions are made frequently on immediate business issues with limited opportunity for reversal. Provides guidance and direction on short and long-range issues.</p>	<p>Provides direction and makes strategic decisions regarding changing project/product scope, policy, development, and implementation. Performs evaluation on issues that have a major impact on the department, other departments, and the Company.</p> <p>Decisions are made frequently on short and long-range issues with focus on long-range strategic issues.</p>	
<b>Education, Certifications, and/or Licenses (Minimum Requirements)</b>	<p>Bachelor Degree in Engineering, Business, or Technical Discipline or an equivalent combination of education, training, and experience.</p> <p>Graduate Degree may be required in certain professional areas.</p>	<p>Bachelor Degree in Engineering, Business, or Technical Discipline or an equivalent combination of education, training, and experience.</p> <p>Graduate Degree may be required in certain professional areas.</p>	
<b>Knowledge / Experience</b>	<p>Broad knowledge of Company and department policies, objectives, strategies, goals, applicable governmental and regulatory laws and requirements, and accounting and budgeting practices.</p> <p>Typically possesses five or more years experience in organizational programs, contract management, or function being managed plus two or more years of supervisory or program management experience.</p>	<p>Thorough knowledge of Company and department policies, objectives, strategies, goals, applicable governmental and regulatory laws and requirements, and accounting and budgeting practices.</p> <p>Typically possesses seven or more years experience in organizational programs, contract management, or function being managed plus five or more years of supervisory or project management experience.</p>	

## Security Specialist

**General Description:** Provides security measures for Company employees, assets, and facilities. Investigates criminal acts committed against the Company or its employees.

Dimension	Security Specialist 1	Security Specialist 2	Security Specialist 3
Job Code	SSP1	SSP2	SSP3
Area of Responsibility	<p>Coordinates routine activities and tasks to ensure effective delivery of contracted security services. Reviews shift staffing and special instructions, ensures security procedures are in place.</p> <p>Conducts periodic tests of security equipment, reports status and security concerns to management.</p> <p>Develops and implements training programs and modules as directed.</p> <p>Follows specific procedures and practices.</p>	<p>Provides oversight and/or coordination to specific key operational and/or investigative areas of responsibility, e.g. oversight of security officers at designated facilities; coordination of the SCE Background Investigation program.</p> <p>Frequent interface with security-related vendors to ensure contractual compliance and timeliness of product.</p> <p>Conducts frequent testing of security system at assigned location(s).</p> <p>Performs staff duties, including development of charts, tracking data, special projects and reviews contractor billing and invoices for correctness and timeliness.</p> <p>Prepares detailed reports consisting of facts and analysis.</p> <p>Acts as a resource to department and division management, including senior management, customers and client organizations on specific functional security issues.</p> <p>Keeps abreast of federal and state laws affecting area of responsibility.</p> <p>Provides investigative and protective assistance as directed.</p> <p>Provides security-related training and briefings.</p>	<p>Conducts investigations involving criminal acts directed at the Company and/or its personnel. Conducts special investigations of a sensitive nature.</p> <p>Provides training and functional direction to personnel engaged in security operations.</p> <p>Conducts criminal checks for the background investigation program.</p> <p>Conducts physical security surveys, and develops plans for executive and employee protection. Designs security programs for the Company.</p> <p>Prepares detailed investigative reports. Interfaces with Company personnel at all levels.</p> <p>Establishes and maintains frequent contact with local, state, and federal law enforcement organizations to obtain information and/or assistance with investigations and emergency situations.</p>
Decision Making & Impact	<p>Provides information which is specific to the assigned activity and normally has minor impact.</p>	<p>Provides oversight and direction for facility security program and/or provides investigative analysis and recommendations, which may influence decisions and may have a moderate and/or minor impact.</p>	<p>Provides recommendations which influence decisions regarding long-range protection strategies and corporate security requirements/actions, and may have a major or moderate impact.</p>



<b>Dimension</b>	<b>Security Specialist 1</b>	<b>Security Specialist 2</b>	<b>Security Specialist 3</b>
<b>Job Code</b>	<b>SSP1</b>	<b>SSP2</b>	<b>SSP3</b>
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of formal education, training, and experience to gain knowledge, skills, and abilities generally equivalent to those possessed by a high school graduate.	Associate degree in Criminal Justice or related field or an equivalent combination of education, training, and experience.	Bachelor degree in Criminal Justice or related field or an equivalent combination of education, training and experience.
Knowledge/Experience	General knowledge of security practices and policies, legal considerations, and operational standards and policies. Typically possesses one to three years of experience in facility security or related security fields.	Broad knowledge of security practices and policies, laws and legal considerations, and operational and/or investigative standards and policies.  Typically possesses three or more years of experience of related security and/or investigative experience.	Thorough knowledge of law enforcement, governmental laws and regulations, and strategies and techniques related to security and protection.  Typically possesses five or more years of experience of related security and/or investigative experience.

## Supervisor

**General Description:**

Responsible for providing direction, coaching, and monitoring of specific or multiple tasks involved with assigned work. Participates in establishing, developing, and implementing business objectives and plans. Supervises and allocates employee resources. Provides supervision including counseling, training and development, salary administration, selection of personnel, affirmative action, equal opportunity, and disciplinary action.

Dimension	Supervisor 1	Supervisor 2	Supervisor 3	Supervisor 4
Job Code	SUP1	SUP2	SUP3	SUP4
Area of Responsibility	<p>Supervises employees performing administrative, clerical, and staff support functions which have a minor to moderate operational or financial impact on a department.</p> <p>Responsible for planning and executing daily and future work assignments in a cost effective and safe manner. Directly responsible for interpretation, training, enforcement, and compliance of corporate safety, illness and injury policies, rules, and procedures.</p> <p>Resolves labor inquiries and disputes related to the union and Company labor agreement. Provides recommendations to management for revisions to the contract.</p> <p>Prepares reports and provides information utilizing various systems to record project and work costs related to labor, material, permits, etc.</p> <p>May assume 24-hour call duties for department or region related to system and customer interruptions.</p>	<p>Supervises employees performing skilled craft functions such as operating, construction, and maintenance functions which have a minor to moderate operational or financial impact on a department.</p> <p>Responsible for planning and executing daily and future work assignments in a cost effective and safe manner. Directly responsible for interpretation, training, enforcement, and compliance of Corporate safety, illness and injury policies, rules, and procedures.</p> <p>Resolves labor inquiries and disputes related to the union and Company labor agreement. Provides recommendations to management for revisions to the contract.</p> <p>Prepares reports and provides information utilizing various systems to record project and work costs related to labor, material, permits, etc.</p> <p>May assume 24-hour call duties for department or region related to system and customer interruptions.</p>	<p>Supervises an organization with a specialized discipline or function which has a moderate to major operational or financial impact on a department and an indirect impact on the Company.</p> <p>Impacts department's performance related to approved budgets, objectives, core business activities, quality of service, productivity, cost effectiveness, and responsiveness to customers and outside agencies.</p> <p>Maintains schedules, records, and reports. Allocates resources to meet project operating dates.</p> <p>Responsible for enforcing safety, illness and injury policies and rules, and investigates occurrences and initiates corrective action.</p> <p>Provides interpretation and represents the Company on labor issues/disputes as they relate to the department.</p>	<p>Supervises an organization with diverse and/or specialized disciplines or functions which have a major operational or financial impact on a department and an indirect impact on the Company.</p> <p>Impacts department's performance related to approved budgets, objectives, core business activities, quality of service, productivity, cost effectiveness, and responsiveness to customers and outside agencies.</p> <p>Coordinates, directs, and maintains contacts with third parties, customers, contractors, suppliers, and vendors.</p> <p>Directs preparation of schedules, records, and reports of work progress, future projects, and evaluation of completed tasks. Provides recommendations and implements action plans to improve performance and cost effectiveness.</p> <p>Identifies major systems, operation, and business deficiencies with recommendations for improvements.</p> <p>Participates in department planning, provides budget</p>

<b>Dimension</b>	<b>Supervisor 1</b>	<b>Supervisor 2</b>	<b>Supervisor 3</b>	<b>Supervisor 4</b>
<b>Job Code</b>	<b>SUP1</b>	<b>SUP2</b>	<b>SUP3</b>	<b>SUP4</b>
				recommendations, and frequently monitors performance for the accomplishment of committed results.
Decision Making & Impact	<p>Provides direction/coaching and makes decisions on issues specific to the tasks performed. Renders decisions which have a minor to moderate impact on the department, division, or region; indirect minor impact on the Company, other departments; potential direct impact on customer regarding timeliness and quality of service provided.</p> <p>Decisions are made frequently on immediate issues with limited opportunity for review or reversal.</p>	<p>Provides direction/coaching and makes decisions on issues specific to the tasks performed. Renders decisions which have a minor to moderate impact on the department, division, or region; indirect minor impact on the Company, other departments; potential direct impact on customer regarding timeliness and quality of service provided.</p> <p>Decisions are made frequently on immediate issues with limited opportunity for review or reversal.</p>	<p>Provides direction/coaching and makes decisions on issues specific to the organization. Renders decisions which have a moderate to major impact on the department, division, or region; indirect minor to moderate impact on the Company, other departments, or outside organizations.</p> <p>Decisions are made frequently on immediate issues with limited opportunity for review or reversal.</p>	<p>Provides direction/coaching and makes decisions on diverse issues. Renders decisions which have a major impact on the department, division, or region; indirect moderate to major impact on the Company.</p> <p>Decisions are made with minimal direction but are reviewed on policy issues and/or activities affecting other departments or external organizations.</p>
Education, Certifications, and/or Licenses (Minimum Requirements)	Associate Degree in applicable profession, business, or technical discipline or an equivalent combination of education, training, and experience.	Associate Degree in applicable profession, business, or technical discipline or an equivalent combination of education, training, and experience.	Bachelor Degree in applicable profession, business, or technical discipline or an equivalent combination of education, training, and experience.	Bachelor Degree in applicable profession, business, or technical discipline or an equivalent combination of education, training, and experience.
Knowledge/Experience	<p>Broad knowledge of department policies, objectives, strategies, and goals; applicable governmental and regulatory laws and requirements.</p> <p>Typically possesses five or more years' combined experience performing or supervising function.</p>	<p>Broad knowledge of department policies, objectives, strategies, and goals; applicable governmental and regulatory laws and requirements.</p> <p>Typically possesses five or more years' combined experience performing or supervising function.</p>	<p>Thorough knowledge of department policies, objectives, strategies, and goals; applicable governmental and regulatory laws and requirements; and discipline or function being supervised.</p> <p>Typically possesses five or more years' combined experience performing or supervising function.</p>	<p>Thorough knowledge of department policies, objectives, strategies, and goals; applicable governmental and regulatory laws and requirements; and discipline or function being supervised.</p> <p>Typically possesses ten or more years' combined experience performing or supervising function.</p>

## Training Specialist

**General Description:**

Researches, designs, develop, and reviews materials in order to implement both technical and non-technical training programs. Performs needs assessment, instructional analysis/design and development. Schedules and conducts course presentations. Training may encompass methodologies which develop or enhance individual and/or organization skill sets and promote the Corporate strategic plan and mission. For technical programs, provides consulting to line organizations and provide subject matter expertise on changes and improvements to work processes and procedures. Troubleshoots problems related to workforce training.

Dimension	Training Specialist 1	Training Specialist 2	Training Specialist 3	Training Specialist 4
Job Code	TRS1	TRS2	TRS3	TRS4
Area of Responsibility	<p>Researches, designs, and assists in the development of technical and non-technical training courses. Conducts needs assessment and job/task analysis to target training content.</p> <p>Assists in designing training curriculum and course development. Reviews course materials during development and functions as a subject matter expert.</p> <p>Presents/facilitates training courses. Determines pass/fail criteria for courses and remediation/coaching paths.</p> <p>May be required to obtain and retain instructor qualification.</p>	<p>Researches, designs, and develops technical and non-technical training courses. Conducts needs assessment and job/task analysis to determine scope of training. Designs training curriculum and course development.</p> <p>Presents/facilitates training courses. Determines pass/fail criteria for courses and remediation/coaching paths.</p> <p>Determines major project milestones and deliverables for specific courses.</p>	<p>Researches, designs, and develops technical training courses in areas governed by state/federal utility regulatory requirements and/or areas that regularly involve hazardous working conditions. Conducts needs assessment and job/task analysis to determine scope of training. Designs training curriculum and course development.</p> <p>Presents/facilitates training courses. Determines pass/fail criteria for courses and remediation/coaching paths. Identifies issues for management follow-up.</p> <p>As a team lead, determines major project milestones and deliverables. Mentors less experienced instructors.</p> <p>Acts as a consultant and subject matter expert to line organizations on work processes and procedures.</p> <p>Troubleshoots problems in the work location related to training and/or skill level of the workforce.</p>	<p>Researches, designs, and develops technical training courses in areas governed by state/federal utility regulatory requirements and/or areas that regularly involve hazardous working conditions.</p> <p>Develops and implements advanced training concepts, techniques and standards.</p> <p>Presents/facilitates advanced training courses, including train the trainer.</p> <p>Develops solutions to training issues of unusual complexity which require the highest degree of creativity and innovation.</p> <p>Provides direction to internal and external training consultants and provides oversight of projects. May be involved with training initiatives across the business unit or company.</p> <p>Acts as a senior consultant and subject matter expert to senior management on work processes and procedures. Partners with line management to develop and implement changes in work processes and procedures.</p>

<b>Dimension</b>	<b>Training Specialist 1</b>	<b>Training Specialist 2</b>	<b>Training Specialist 3</b>	<b>Training Specialist 4</b>
<b>Job Code</b>	<b>TRS1</b>	<b>TRS2</b>	<b>TRS3</b>	<b>TRS4</b>
Decision Making & Impact	Provides information, training, and recommendations which may have a moderate impact at the corporate and/or department level.	Provides information, training, and recommendations which may have a major impact at the corporate and/or department level.	Provides information, training, and recommendations which may have a major impact at the corporate and/or department level.  Provides consulting and analysis to management which may have a major impact at the corporate and/or department level.	Provides information, training, and recommendations which may have a major impact at the corporate and/or department level.  Provides consulting and analysis to senior management which may have a major impact at the corporate and/or department level.
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Education, Instructional Design, Business, or appropriate technical discipline or an equivalent combination of education, training, and experience.  May be required to hold a journeyman status, certificate, and/or license.	Bachelor Degree in Education, Instructional Design, Business, or appropriate technical discipline or an equivalent combination of education, training, and experience.  Master's Degree is preferred.	Bachelor Degree in Education, Instructional Design, Business, or appropriate technical discipline or an equivalent combination of education, training, and experience.  Master's Degree is preferred.	Bachelor Degree in Education, Instructional Design, Business, or appropriate technical discipline or an equivalent combination of education, training, and experience.  Master's Degree and additional training certifications are preferred.
Knowledge/Experience	Broad knowledge of instructional design and required skill areas across technical and non-technical arenas.  Typically possesses zero to four or more years' experience in designing and developing technical and non-technical training courses.	Thorough knowledge of instructional design, required skill areas across technical and non-technical training arenas, and project management.  Typically possesses five or more years' experience in designing and developing technical and non-technical training courses.	Thorough knowledge of instructional design, required skill areas across technical and non-technical training arenas, and project management.  Typically possesses eight or more years' experience in designing and developing technical training courses.	Expert knowledge of instructional design, required skill areas across technical and non-technical training arenas, and project management.  Typically possesses fifteen or more years' experience in designing and developing technical training courses.

## Technical Specialist/Scientist

**General Description:**

Performs analysis, testing, and/or measurement in a specialized area of expertise such as environmental, chemical and other sciences, systems analysis, energy utilization, energy efficiency, operation and maintenance, and equipment analysis. Influences, anticipates, and communicates trends, conditions, and corrective actions in area of specialty. May provide technical support related to the marketing and sales of products and services to internal and external customers.

Dimension	Technical Specialist/Scientist 1	Technical Specialist/Scientist 2	Technical Specialist/Scientist 3	Technical Specialist/Scientist 4
Job Code	TSP1	TSP2	TSP3	TSP4
Area of Responsibility	<p>Performs routine or repetitive analysis and develops recommendations which address customer and/or Company problems/issues that require general technical knowledge to resolve.</p> <p>Assignments would normally be limited to routine equipment or operational related issues.</p> <p>Follows prescribed courses of action.</p>	<p>Performs routine or repetitive analysis and develops recommendations which address customer and/or Company problems/issues that require broad technical knowledge to resolve.</p> <p>Assignments would normally be limited to equipment or operational related issues.</p> <p>May follow prescribed course of action or develop own course of action for unique issues.</p>	<p>Performs in-depth analysis, develops recommendations, and may provide consulting to address customer and/or Company problems/issues which cross organizational boundaries and require thorough technical knowledge to resolve.</p> <p>Leads a team or participates as a team member during implementation of specialized technical projects.</p> <p>Provides consultative services on an as-needed basis to department and division management, customers, and client organizations on specialized technical issues.</p>	<p>Performs in-depth analysis, develops recommendations, and provides consulting to address complex customer and/or Company problems/issues that lack precedent and require advanced technical knowledge to resolve.</p> <p>Implements and/or leads the implementation of specialized technical projects.</p> <p>Provides consultative services on an as-needed basis to department and division management, customers, and client organizations on specialized technical issues.</p> <p>Negotiates with management to obtain resources and finalize implementation schedules.</p>
Decision Making & Impact	<p>May provide technical recommendations related to general technical knowledge, which relate to specific projects or tasks and have a minor impact.</p>	<p>Provides technical recommendations related to general technical knowledge, which relate to specific projects or tasks and have a minor impact.</p>	<p>Provides technical analysis and recommendations, after considering various alternatives, which typically have a moderate impact at the department and/or organizational level.</p>	<p>Provides technical analysis and recommendations, after considering various alternatives, which typically have a major impact at the corporate and/or department level.</p>

<b>Dimension</b>	<b>Technical Specialist/Scientist 1</b>	<b>Technical Specialist/Scientist 2</b>	<b>Technical Specialist/Scientist 3</b>	<b>Technical Specialist/Scientist 4</b>
<b>Job Code</b>	<b>TSP1</b>	<b>TSP2</b>	<b>TSP3</b>	<b>TSP4</b>
Education, Certifications, and/or Licenses (Minimum Requirements)	A combination of education, training, and experience to obtain knowledge and abilities generally equivalent to those typically possessed by a high school graduate.	A combination of education, training, and experience to obtain knowledge and abilities generally equivalent to those typically possessed by a high school graduate.	Bachelor Degree in specialized field or an equivalent combination of education, training, and experience.  Specialized education or certification may be required.	Bachelor Degree in specialized field or an equivalent combination of education, training, and experience.  Specialized education or certification may be required.  Master's Degree is preferred.
Knowledge/Experience	General knowledge in appropriate field, usually obtained through extensive training and work experience.  Typically possesses one or more years' experience in the field performing analysis or three or more years' experience performing related functions requiring specialized training and education.	Broad knowledge in appropriate field, usually obtained through extensive training and work experience.  Typically possesses two or more years' experience in the field performing analysis or five or more years' experience performing related functions requiring specialized training and education.	Thorough knowledge in appropriate field. Recognized internally as an expert in field. May be recognized externally as an expert.  Limited number of personnel available with knowledge and abilities.  Typically possesses four or more years' experience in the field performing analysis, consulting, and providing recommendations.	Advanced knowledge in the appropriate field. Recognized internally and externally as an expert in the field.  Limited number of personnel available with knowledge and abilities.  Typically possesses eight or more years' experience in the field performing complex analysis, consulting, and providing recommendations.

## Tax Specialist

### General Description:

The position of Tax Specialist encompasses the full range of duties and responsibilities associated with the following areas within the Company's Tax Department – Tax Compliance (Federal & state), Tax Provision / Accounting, Tax Controversy, Tax Research & Planning, and Regulatory Taxes. These duties and responsibilities include preparing the Company's Federal and state income tax returns and estimated tax payments; providing audit defense of the Company's tax filings before the IRS and state taxing authorities; reviewing tax legislation, court decisions and tax rulemaking; interpreting and providing recommendations for the implementation of these tax rules; preparing the Company's tax accrual and related financial statement disclosures in accordance with GAAP and regulatory accounting rules; providing oral and written expert testimony on tax issues before regulatory agencies such as the CPUC and FERC; providing tax advice for proposed corporate transactions, including structure recommendations and modeling of the tax cash and financial impact; and researching and providing recommendations for income tax and sales tax issues raised by other departments within the Company.

Dimension	Tax Specialist 1	Tax Specialist 2	Tax Specialist 3	Tax Specialist 4
Job Code	TXS1	TXS2	TXS3	TXS4
Area of Responsibility	<p>Prepares the Federal and state income tax returns and supporting documentation for the EIX consolidated group.</p> <p>Prepares the Company's sales tax returns and represents Tax in meetings to discuss sales tax issues.</p> <p>Prepares the Company's tax accrual and related reports, answers questions raised by financial auditors. Provide analysis of book – tax differences.</p> <p>Reviews and comments on proposed tax legislation, rulings and regulations, specifically identifying the impact on the Company.</p> <p>Responds to IRS and Franchise Tax Board (FTB) data requests. Drafts protest responses contesting issues raised by taxing authorities.</p> <p>Prepares schedules that support request for recovery of taxes in various regulatory rate cases; responds to data requests.</p> <p>Regularly meets with the SCE business units to keep them up to date on tax issues.</p>	<p>Prepares and / or reviews the consolidated groups' Federal and state income tax returns and supporting documentation; focuses analysis on complex issues and transactions.</p> <p>Prepares the Company's tax accrual and related reports, as well as consolidation for income taxes. Formulates disclosures to the SEC. Recommends tax accounting for new transactions. Analyzes complex book – tax differences. Handles issues raised by financial auditors.</p> <p>Reviews and comments on proposed tax legislation that requires an in-depth knowledge of industry specific rules and regulations. Prepares comment papers for filing with taxing authorities and legislative bodies. Coordinates comments with other state and local utility companies and industry members.</p> <p>Represents the Tax department in meetings with the business units and outside consultants to address tax issues; negotiates with other entities in purchase and sale transactions and in interconnection agreements.</p>	<p>Reviews the consolidated groups' Federal and state income tax returns and supporting documentation; focuses analysis on complex issues and transactions of major significance to minimize the Company's current tax liability.</p> <p>Reviews the Company's tax accrual work papers, related reports and SEC disclosures. Analyzes the accrual for reasonableness and raises or resolves issues as needed. Assists in the reserve analysis preparation; responds to financial audit points.</p> <p>Reviews and comments on proposed tax legislation that requires an in-depth knowledge of industry specific rules and regulations. Prepares comment papers for filing with taxing authorities and legislative bodies. Coordinates comments with other state and local utility companies and industry members.</p> <p>Represents the Tax department in meetings with business units and outside consultants to address tax planning strategies; negotiates with other entities in purchase and sale transactions and in interconnection agreements.</p>	<p>Please contact your Compensation Consultant or Strategic Business Team member for information.</p>



Dimension	Tax Specialist 1	Tax Specialist 2	Tax Specialist 3	Tax Specialist 4
Job Code	TXS1	TXS2	TXS3	TXS4
<p>Area of Responsibility (continued)</p>	<p>Works with taxing authorities, accounting and regulatory agencies on issues that are often of a sensitive nature or may have a moderate impact on the Company's financial position.</p> <p>May provide functional direction to others.</p>	<p>Evaluates the appropriateness of responses to IRS – FTB data requests; identifies potential areas of exposure and evaluates the risk. Presents oral argument at appeals and in meetings with IRS field agents. Identifies affirmative claims. Prepares letter rulings, change of accounting requests and technical advice memoranda for filing with the IRS and FTB.</p> <p>Prepares tax testimony to be used in rate cases; prepares schedules that support request for recovery of taxes in regulatory proceedings; responds to data requests. Drafts pleadings, as required; assists in the development of questions and cross examination of other parties.</p> <p>Provides support of corporate guidance on internal control for tax. Handles SOX inquiries. Key participant in strategic planning, coordinating with Corporate Budgets, Treasurers Department, and other EIX companies. Utilizes existing or devises new, innovative models and methodologies.</p> <p>Works with taxing authorities, accounting and regulatory agencies on issues that are often of a sensitive nature or may have a major impact on the Company's financial position.</p> <p>Quantifies the tax impact in the current year and long-term cash forecast. Works closely with the SCE &amp; EIX tax forecasting team.</p> <p>Provides functional direction to others and outside consultants.</p>	<p>Evaluates the appropriateness of responses to IRS – FTB data requests; identifies potential areas of exposure and evaluates the risk. Drafts protest responses to audit issues. Presents oral argument at appeals and in meetings with IRS field agents. Identifies affirmative claims. Review the preparation of letter rulings, change of accounting requests, technical advice memoranda.</p> <p>Testifies as the Company's expert tax witness. Review tax testimony and schedules that support request for recovery of taxes in regulatory proceedings; reviews responses to data requests. Meet with regulators and intervenors and draft pleadings, as required; assists in the development of questions and cross examination of other parties.</p> <p>Provides corporate guidance on internal control for tax. Coordinates SOX review. Key participant and/or lead for strategic planning, coordinating with Corporate Budget, Treasurers department, and other EIX companies. Utilizes existing or devises new, innovative models and methodologies.</p> <p>Lead efforts with taxing authorities, accounting and regulatory agencies on issues that are often of a sensitive nature or may have a major impact on the Company's financial position.</p> <p>Tax liaison for the current year and long-term cash tax forecast. Lead tax planning efforts for both SCE and the EIX consolidated group.</p>	

<b>Dimension</b>	<b>Tax Specialist 1</b>	<b>Tax Specialist 2</b>	<b>Tax Specialist 3</b>	<b>Tax Specialist 4</b>
<b>Job Code</b>	<b>TXS1</b>	<b>TXS2</b>	<b>TXS3</b>	<b>TXS4</b>
Area of Responsibility (continued)			Provides functional direction to others, reviews work performed, exercises professional judgment in analyzing final product for reasonableness.	
Decision Making & Impact	Provides recommendations, subject to review by others, for tax processes and procedures, as well as tax positions to be taken that may have a financial impact on the Company.	Highly influential in making recommendations for application of tax law that may have a financial impact on the Company. Often responsible for implementation and / or updating of current schedules and processes.	Highly influential in making recommendations for application of tax law that may have a major financial impact on the Company. Considers the impact of recommendations on other disciplines as well as the potential risk exposure. Takes the lead in implementation.  Determines the need for analysis in response to changing business conditions and appropriate solution to apply.	
Education, Certifications, and/or Licenses (Minimum Requirements)	Bachelor Degree in Accounting, Business Administration, Taxation or related field.	Requires Master's Degree in Accounting (concentration in Taxation); or CPA certificate; or Juris Doctorate or LLM (Master of Laws) or equivalent corporate tax experience.	Requires Master's Degree in Accounting (concentration in Taxation); or CPA certificate; or Juris Doctorate or LLM (Master of Laws) or equivalent corporate tax experience.	
Knowledge/ Experience	Competency in interpreting and applying tax law, regulations and policies impacting the Company. Knowledgeable about accounting standards and regulatory decisions impacting the Company's tax liability.  Typically possesses five or more years of experience in corporate taxation, accounting, law or related field.	High level of competency in interpreting and applying tax law, regulations and policies impacting the Company. Highly knowledgeable about accounting standards and regulatory decisions impacting the Company's tax liability.  Typically possesses seven or more years of experience in corporate taxation, law, accounting or related field.	High level of competency in interpreting and applying tax law, regulations and policies impacting the Company. Thorough knowledge of Company's accounting and regulatory practices and policies.  Highly specialized tax technical expertise not generally found within any other department within the Company.  Typically possesses ten or more years of experience in corporate taxation, law, accounting or related field.	

## Workers' Comp Claims Representative

**General Description:**

Responsible for administering Workers' Compensation benefits, advising employees of their benefits and determining benefits eligibility. Communicates with Operating Unit Supervisors/Managers, medical providers, and injured workers. Coordinates utilization review and medical management with Nurse/Physician to ensure medical treatment is appropriate. Identifies and pursues 3<sup>rd</sup> party recoveries. Identifies fraud and initiates the investigation process. May represent the Company at the Workers' Compensation Appeals Board (WCAB).

Dimension	Workers' Comp Claims Representative 1	Workers' Comp Claims Representative 2	Workers' Comp Claims Representative 3	Workers' Comp Claims Representative 4
Job Code	WCR1	WCR2	WCR3	WCR4
Area of Responsibility	<p>Manages a workers' compensation claim caseload of Medical Only claims. May handle noncomplex Indemnity claims.</p> <p>Evaluate new injury reports for claim type and file assignment, and conduct initial/formal investigations.</p> <p>Performs administrative functions to support the workers' compensation program. Researches, coordinates and finalizes multiple work assignments. Processes initial payments, benefits notices and initiates compliance reporting.</p> <p>On medical only and first aid claims, administers benefits, contains medical cost and coordinates utilization review process to ensure medical treatment is appropriate while moving cases to conclusion.</p> <p>Evaluates the Company liability and establishes reserves based on the ultimate probable cost of the claim and in accordance with the state of California Self Insurance Plans regulations. Reserve estimates require quarterly certification for Sarbanes Oxley compliance.</p>	<p>Manages a workers' compensation claim caseload consisting of moderately complex Medical Only, Indemnity and/or LTI claims. May handle complex claims.</p> <p>May evaluates new injury reports for claim type and file assignment.</p> <p>May conduct initial/formal investigations with organizational unit management, medical providers, injured workers and witnesses on moderately complex claims to determine liability. Provides advice on workers' compensation matters and directs initial medical treatment.</p> <p>On moderately complex claims and/or LTM claims, administers benefits, contains medical cost, and coordinates the utilization review process to ensure medical treatment is appropriate while moving case to conclusion.</p> <p>Identifies and pursues 3rd party recoveries.</p> <p>May be responsible for litigation management and directing outside counsel and/or attending other legal proceedings.</p> <p>Evaluates claims for resolution and may make recommendations to</p>	<p>Manages a complex workers' compensation claim caseload. May handle catastrophic claims as assigned.</p> <p>May conduct initial/formal investigations with organizational unit management, medical providers, injured workers and witnesses on complex claims to determine liability. Provides advice on workers' compensation matters and directs initial medical treatment.</p> <p>On complex claims, administers benefits, contains medical cost, and coordinates the utilization review process to ensure medical treatment is appropriate while moving cases to conclusion.</p> <p>Identifies, reports and pursues fraud and 3rd party and excess insurance recoveries.</p> <p>Provides complex litigation management and directs outside counsel and/or attend legal proceedings.</p> <p>Evaluates claims for resolution and negotiates settlements with injured workers or their representatives within the settlement authority or the authority extended by WCR4 or management. Settlements may</p>	<p>Manages a complex workers' compensation claim caseload, which includes catastrophic claims.</p> <p>Conducts initial/formal investigations with organizational unit management, medical providers, injured workers and witnesses on highly complex and catastrophic claims to determine liability. Provides expert advice on workers' compensation matters and directs initial medical treatment.</p> <p>On complex and catastrophic claims, administers benefits, contains medical cost, and coordinates the utilization review process to ensure medical treatment is appropriate while moving cases to conclusion.</p> <p>Identifies, reports and pursues fraud and 3rd party and excess insurance recoveries.</p> <p>Provides complex litigation management and directs outside counsel and/or attend legal proceedings.</p> <p>Evaluates claims for resolution and negotiates settlements with injured workers or their representatives within the settlement authority or the authority extended by management. Settlements may include Structured Settlements and MSAs. Provides settlement authority to WCR2 and WCR3 staff based on</p>

<b>Dimension</b>	<b>Workers' Comp Claims Representative 1</b>	<b>Workers' Comp Claims Representative 2</b>	<b>Workers' Comp Claims Representative 3</b>	<b>Workers' Comp Claims Representative 4</b>
<b>Job Code</b>	<b>WCR1</b>	<b>WCR2</b>	<b>WCR3</b>	<b>WCR4</b>
Area of Responsibility (continued)	Assists callers with a wide range of workers' compensation inquiries and documentation of same in claims management system.	management for settlements. Negotiates settlements with injured workers within the settlement authority extended by WCR4 or management. May formally resolve minor permanent disability and/or further medical claims at the WCAB.  Evaluates the Company liability and establishes reserves based on the ultimate probable cost of the claim and in accordance with the state of California Self Insurance Plans regulations. Reserve estimates require quarterly certification for Sarbanes Oxley compliance.	include Structured Settlements and MSAs.  Evaluates the Company liability and establishes reserves based on the ultimate probable cost of the claim and in accordance with the state of California Self Insurance Plans regulations. Reserve estimates require quarterly certification for Sarbanes Oxley compliance.	their settlement authority.  Evaluates the Company liability and establishes reserves based on the ultimate probable cost of the claim and in accordance with the state of California Self Insurance Plans regulations. Reserve estimates require quarterly certification for Sarbanes Oxley compliance.  Acts as subject matter expert in the field of workers' compensation. Provides mentoring/training, guidance to organizational units and WCRs staff. Provides direction and plays a leadership role to lower levels of WCRs.  Handles special projects and may act as back up to manager as needed.
Decision Making & Impact	Manages cases that may have a minor to moderate financial impact on the Company. Provides information and recommendations as needed to senior Workers' Compensation Representatives with respect to the delivery and administration of benefits to injured workers.	Manages cases that may have a moderate financial impact on the Company.	Manages cases that may have a moderate to major financial impact on the Company.	Manages cases that may have a moderate to major financial impact on the Company. Has a leadership role with WCR1, WCR2 and WCR3 staff, and acts as a subject matter expert concerning workers' compensation statutes, regulations, process and procedures.
Education, Certifications, and/or Licenses (Minimum Requirements)	Associate Degree or an equivalent combination of education, training, and experience in the field of Workers' Compensation. Self-Insurance Certificate within two years of job placement.	Bachelor Degree in Business or a related technical field; or an equivalent combination of education, training, and experience in the field of Workers' Compensation.  Self Insurance Certificate.  California Workers' Compensation Claim Adjuster Designation.	Bachelor Degree in Business, or a related technical field; or an equivalent combination of education, training, and experience in the field of Workers' Compensation.  Self Insurance Certificate.  California Workers' Compensation Claim Adjuster Designation.	Bachelor Degree in Business, or a related technical field; or an equivalent combination of education, training, and experience in the field of Workers' Compensation.  Self Insurance Certificate.  California Workers' Compensation Claim Adjuster Designation.  Valid CA Driver's License.

<b>Dimension</b>	<b>Workers' Comp Claims Representative 1</b>	<b>Workers' Comp Claims Representative 2</b>	<b>Workers' Comp Claims Representative 3</b>	<b>Workers' Comp Claims Representative 4</b>
<b>Job Code</b>	<b>WCR1</b>	<b>WCR2</b>	<b>WCR3</b>	<b>WCR4</b>
		Valid CA Driver's License.	Valid CA Driver's License.	
Knowledge/Experience	<p>Must be able to prioritize and perform complex and varied tasks in support of benefit provisions in line with California State and Regulatory Guidelines and the SCE Job Standards.</p> <p>Must be proficient in Microsoft Word. Strong oral and written communications skills are required.</p> <p>Zero to two years of experience administering workers' compensation benefits.</p> <p>Preferred: Bachelor Degree in Business or a related technical field.</p> <p>A basic knowledge of workers' compensation laws, regulations, disability rates, notices for benefits, and the ability to calculate benefits, awards, commutations, and penalties.</p>	<p>May have experience with Permanent Disability Rating, AOE/COE Investigations, Return to Work Benefits and WCAB Pro-per Hearing Representation. May have experience in Medical or Disability Management programs.</p> <p>Demonstrated proficiency in a variety of Claims Management computer programs and systems. Strong oral and written communication skills are required.</p> <p>Three or more years of experience administering workers' compensation claims.</p> <p>Preferred: Bachelor Degree in Business or a related technical field. WCCP, Risk Management Certification.</p> <p>A working knowledge of workers' compensation laws, regulations, disability rates, notices for benefits, awards, commutations, and penalties.</p>	<p>Thorough knowledge and experience with Permanent Disability Rating, AOE/COE Investigations and WCAB Hearing Representation Experience with written/recorded statements, Medical/Disability programs, and 3rd Party Recovery.</p> <p>Demonstrated proficiency in a variety of Claims Management computer programs and systems. Strong oral and written communication skills are required.</p> <p>Six or more years of experience administering complex, litigated workers' compensation claims.</p> <p>Preferred: Bachelor Degree in Business or a related technical field. WCCP, CDM, Risk Management Certification.</p> <p>A thorough knowledge of workers' compensation laws, regulations, disability rates, notices for benefits, and the ability to calculate benefits, awards, commutations, and penalties.</p>	<p>Extensive knowledge and experience with workers compensation, including Permanent Disability Rating, AOE/COE Investigations, Return to Work Benefits and WCAB Hearing Representation. Has experience leading a team and taking written/recorded statements, Medical/Disability programs, and 3rd Party Recovery.</p> <p>Demonstrated proficiency in a variety of Claims Management computer programs and systems. Strong oral and written communication skills are required.</p> <p>Ten or more years of experience administering senior level, complex, high exposure, litigated workers' compensation claims with demonstrated leadership, mentoring and training.</p> <p>Preferred: Advanced Degree (MBA, JD, etc.). WCCP, Risk Management Certification. Ten plus years of experience administering senior level, complex, high exposure, litigated workers' compensation claims at a self-insured, self-administered employer while playing a leadership role.</p> <p>Project management experience.</p>