



**CITY OF PASADENA**

Department of Human Resources  
100 N. Garfield Ave., Rm S135, P. O. Box 7115  
Pasadena, CA 91109-7215  
(626) 744-4366

<http://www.cityofpasadena.net/humanresources>

**INVITES APPLICATIONS FOR THE POSITION OF:  
Engineer/Principal Engineer (Power Production)**

*An Equal Opportunity Employer*

**SALARY**

\$51.01 - \$63.76 Hourly    \$8,841.33 - \$11,051.66 Monthly    \$106,096.02 - \$132,619.97  
Annually

**OPENING DATE:** 06/20/19

**CLOSING DATE:** Continuous

**THE POSITION**

The City of Pasadena's Water and Power Department is seeking an Engineer or Principal Engineer in the Power Supply Section to supervise, organize, and manage a section of professional and para-professional engineering teams responsible for electric generation facility projects and will be reporting to the Power Plant Manager. The ideal candidate will possess experience in construction of new plants or major upgrades, performance improvements, project management, supervising staff, procurement, preparing and reviewing plans, specifications, and cost estimates for combined cycle and simple cycle power generation and related facilities. This is an excellent career opportunity for a leader who leads by example and enjoys building and managing a team.

**Please note:** Appointment will be made at either level, based on experience and other qualifications.

The current vacancy is in our Power Supply Division of the Water and Power Department.

**Engineer**

**\$51.01 - \$63.76 Hourly  
\$8,841.33 - \$11,051.66 Monthly  
\$106,096.02 - \$132,619.97 Annually**

**Principal Engineer**

**\$58.35 - \$72.93 Hourly  
\$10,113.15 - \$12,641.49 Monthly  
\$121,357.81 - \$151,697.94 Annually**

**IDEAL CANDIDATE:**

The ideal candidate is a technical expert in combined and simple cycle turbines, preferably in the public sector and includes experience in a power plant setting. This person will have demonstrated excellent project management skills, is detailed-oriented, possesses mechanical insight, is a self-starter, has the ability to work effectively with staff and vendors, capable of

handling multiple concurrent assignments, as well as possessing a strong work ethic. The following knowledge and experience is highly desirable:

- Developing and installing new technology, evaluating plant performance, and identifying opportunities to increase efficiency and operability of the plant.
- Project management for major capital and improvement projects.
- Performing thermodynamic and operational performance of thermal power plants such as turbines, generators, HRSG, NOx and CO control equipment, large pumps, compressors, condenser and cooling towers.
- Thorough understanding of principals of, and the ability to apply, thermodynamics, combustion, compression, heat and mass transfer, machine design, noise control and material science.
- Preparing and reviewing plant P&ID, electrical one-line drawings and other design and as-built drawings.
- Developing specifications for replacement equipment and evaluating vendor proposals as required.
- Performing economic analysis for cost of generation, capacity and other marketable products in CAISO or similar markets.
- Demonstrated experience in effective supervision, team building and organizational performance improvement.
- Capital and operating budgets.
- Facilitating formal investigations and reporting of performance problems and plant incidents working with the plant staff to determine root cause of the issues.
- Innovative and creative problem solving approaches to improving various aspects of facility performance including technical and business acumen.
- Auto Cad experience.
- PMP certification.
- Using operational diagnostic and analytic tools.
- Understanding of plant control systems and control system retrofits.

This is a great job opportunity. To learn more about our Water & Power Department, please click here: [Pasadena Water & Power](#).

This recruitment is open until filled, with a first review of applications scheduled for July 11, 2019. Apply now!

### **ESSENTIAL FUNCTIONS**

The major responsibilities of this position are listed below. For more detailed information, please review the [job description](#).

- Plans, organizes, directs and reviews the work of professional and para-professional engineering teams in the preparation of engineering plans, specifications, designs, cost estimates, reviews and sets requirements for various types of thermal-electric power generation projects (Professional/Technical expertise; self-management; action/results focus; delegating; performance management; project management; attention to detail; critical thinking)
- Provides expert support to power generation operations, maintenance, environmental compliance, instrumentation and electrical infrastructure (professional/technical expertise; critical thinking)

- Serves as project manager or project engineer on capital improvement projects (project management, relationship building; professional/technical expertise; critical thinking)
- Prepares cost estimates and projections (professional/technical expertise; attention to detail)
- Reviews and inspects work in progress to ensure compliance with standards and specifications (professional/technical; attention to detail; integrity/ethics)
- Develops schedules, procedures and time lines (project management; attention to detail; professional/technical expertise)
- Handles the procurement process (attention to detail; professional/technical expertise; self-management)
- Coordinates work with other City departments, outside agencies, contractors and consultants (project management, relationship building; customer focus)
- Oversees the construction inspection and survey of various types of power production maintenance and construction projects (self-management; project management; attention to detail; professional/technical expertise; integrity/ethics)
- Performs complex engineering work, contract administration, highly specialized design, research, analysis and economic evaluations (Professional/Technical expertise; self-management; attention to detail; critical thinking)
- Develops and maintains effective working relationships with contractors, vendors, outside agencies, the public and City staff; represents the City at public and joint powers meetings (relationship building; customer focus)
- Ensures superior individual and group performance by setting performance goals, ensuring clarity of roles and performance standards, tracking and measuring performance, providing effective feedback, and intervening timely to address poor performance or developmental needs.

## **QUALIFICATION GUIDELINES**

### **COMPETENCIES**

The following list represents the core competencies needed for success in this position.

- **Attention to Detail** - Focusing on the details of work content, work steps, and final work products.
- **Professional Integrity and Ethics** - Displaying honesty, adherence to principles, and personal accountability.
- **Project Management** - Ensuring that projects are on-time, on-budget, and achieve their objectives.
- **Critical Thinking** - Analytically and logically evaluating information, propositions, and claims.
- **Mechanical Insight** - Comprehending how mechanical, electrical, and structural systems operate and interact.
- **Professional & Technical Expertise** - Applying technical subject matter to the job.
- **Managing Performance** - Ensuring superior individual and group performance.

### **EDUCATION AND EXPERIENCE**

#### **Minimum Qualifications for Engineer:**

- Bachelor's Degree in Engineering or a closely related field;

- Three years of professional experience in the field of engineering, design, field surveying, or engineering inspection.
- Must have a valid Certificate of Registration as Professional Engineer issued by the State of California.

**Minimum Qualifications for Principal Engineer:**

- Bachelor's Degree in Engineering or a closely related field;
- Four years of professional experience in the field of engineering, design, field surveying, or engineering inspection, including two years supervisory experience.
- Must have a valid Certificate of Registration as Professional Engineer issued by the State of California.

**Desirable qualifications:** experience working in a power plant, knowledge and experience with distributed generation and energy storage projects, and at least two years of supervisory experience is a plus.

**SELECTION PROCESS**

The tentative selection process will consist of a training and experience evaluation, a panel interview, a department-level interview, and a work preferences questionnaire.

**VACANCY INFORMATION**

The current vacancy is in our Power Supply Division of our Water and Power Department. The resulting eligibility list from this recruitment may be used to fill this vacancy and similar vacancies in the future.

Candidates selected for this position are subject to a one year probationary work period.

**SPECIAL**

**REQUIREMENTS**

Must have a valid Certificate of Registration as Professional Engineer issued by the State of California.

Must possess a Class C California driver's license and a satisfactory driving record.

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:  
<http://www.cityofpasadena.net/humanresources>

EXAM #19-194  
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**Engineer/Principal Engineer (Power Production) Supplemental Questionnaire**

\* 1. Do you possess a valid certificate of Registration as an Engineer issued by the California State Board of Registration for Civil and Professional Engineers?

Yes    No

\* 2. If yes, please list the type (i.e., Mechanical, Civil, and Electrical), your license number and expiration date. Enter N/A if not applicable.

- \* 3. What best describes your years of experience as an Engineer?
  - Less than 3 years
  - More than 3 years but less than 4 years
  - More than 4 years but less than 6 years
  - More than 6 years
- \* 4. How many years of management experience do you have?
  - Less than 2 years
  - More than 2 years but less than 4 years
  - More than 4 years
- \* 5. Do you have experience working in a power plant?
  - Yes    No
- \* 6. Please describe the type of work you have done in a power plant. List the name of the organization where you acquired the experience, your title and dates of employment. Please enter N/A if not applicable.
- \* 7. Please describe major projects or assignments you completed related to operating performance improvements of a thermal-electric generation plant and capital projects valued at \$5 million or more that you were responsible for, from inception to completion. For each project, please include the name of the organization where you acquired the experience, your title and dates of employment.
- \* Required Question

## **Important Information**

**EQUAL EMPLOYMENT OPPORTUNITY:** The policy of the City shall be to provide equal opportunity to all persons and to prevent unlawful denial of opportunity to any individual because of race, gender, religious creed, sexual orientation, color, marital status, national origin, parental status, ancestry, disability (including AIDS), medical condition (cancer), or age.

**APPLICATIONS:** A completed official City application and any required supplemental material must be submitted and date stamped by the Human Resources Department by the deadline stated on the job announcement. A separate and complete application must be filed for each position.

**EXAMINATION PROCESS:** If three or less qualified applications are received, any further examination process may be waived, and the applicants may be referred to the appointing authority for appointment consideration.

**SALARIES:** All stated salaries are based on present information, subject to change. Appointments are generally made at the minimum salary. All salaries are subject to statutory payroll deductions. Federal law requires that all new employees contribute 1.45% of their monthly salary to the MEDICARE system.

**DIRECT DEPOSIT:** All City employees will be required to sign up for electronic deposit for their payroll check and will only have access to their payroll information electronically.

**PHYSICAL REQUIREMENTS AND SPECIAL CONDITIONS:** Applicants must be free from conditions which would preclude satisfactory performance of the essential functions of the job for which applied. Subsequent to a job offer, the City of Pasadena requires a pre-employment physical and drug test consistent with current State and Federal law. Candidates will be examined by a City physician, at City expense, before appointment is approved. Candidates are cautioned not to resign or give notice to present employers until they qualify on the medical examination. The City of Pasadena conforms with State and Federal obligations to make reasonable accommodation for applicants and workers with disabilities. The Human Resources Department asks that it be advised of special needs prior to the filing deadline.

Pasadena residency is a factor in making an employment offer, provided all other qualifications are equal amongst other candidates.

Many positions involve frequent travel to various sites and locations to fulfill job responsibilities and may require a valid California Drivers License or other alternative transportation arrangements made by the incumbent. Verification of a valid license is required via a DMV printout prior to appointment, and a safe driving record.

**AGENCY**

**SHOP**

**REQUIREMENTS**

Some job classifications are in collective bargaining units, the employees of which are required to join a union or pay an equivalent service fee as a condition of employment. Positions in the PACTE/LIUNA, Local 777, bargaining unit are required to enroll in and contribute to the LIUNA pension fund. Contact PACTE/LIUNA, Local 777, for more information.

**SLIDING CLASSIFICATIONS AND UNDERFILLING POSITIONS:** Some classifications are designated as sliding classifications wherein an incumbent may be reclassified to the next budgeted higher level within the job series when qualified and upon demonstrated ability to perform the higher level job duties. Some positions may be filled at a lower classification level than what is budgeted, and the incumbent may be reclassified up to the budgeted classification when qualified and upon demonstrated ability to perform the higher level job duties.

**BENEFITS** for most Regular Full Time Employees (Benefits vary for part-time and temporary employees):

Ten days annual vacation for first 5 years of employment; 12 paid holidays per year; paid sick leave, medical and dental plans, and basic and supplemental life insurance; membership in the California Public Employees' Retirement System, credit union, deferred compensation program.

**VETERAN'S PREFERENCE POINTS:** For Open Recruitments, three additional points will be added to the passing score of Veterans who are honorably discharged with one year of active military duty. The DD214 form or other proof must be submitted at time of application.

**PRIDESHARE II PROGRAM:** All City employees are required to register in the City employee rideshare program. Solo drivers pay a monthly Clean Air/Parking Fee of \$35.

**CIVIL DEFENSE:** In accordance with State law, all City of Pasadena employees are disaster service workers and may be required to report for duty, or remain on duty, in the event of a disaster.

**NOTE:** The provisions of this job announcement do not constitute an expressed or implied contract. Any provision contained in this job announcement may be modified or revoked without notice.

**JOB LINE:** The City operates a 24-hour Job Line number, (626) 744-4600, which lists current job opportunities.  
**HUMAN RESOURCES** WEBSITE: [www.cityofpasadena.net/humanresources](http://www.cityofpasadena.net/humanresources)  
**CITY OF PASADENA'S** WEBSITE: [www.cityofpasadena.net](http://www.cityofpasadena.net)  
**HUMAN RESOURCES TELEPHONE:** (626) 744-4366