

**BONNEVILLE POWER ADMINISTRATION  
DETAIL OR NON-COMPETITIVE TEMPORARY PROMOTION OPPORTUNITY**



**INTEREST ANNOUNCEMENT BPA-25-IA-TF-001**

**Transmission Operations and Maintenance (O&M) Manager**

***For Classified position Job Code J06697***

***GS-1601-15***

***Pay Range: \$157,830-\$195,200***

***Full-time 120 days***

***Number of Vacancies:1***

**OPENS: 09/10/2025**

**CLOSES: 09/17/2025**

**POSITION LOCATION:** Transmission Field Services, TF, Vancouver, WA.

**WHO MAY APPLY:** Any Bonneville Power Administration employee with current competitive career conditional/career status currently at the GS-14 grade level or above are encouraged to apply. This is a non-competitive temporary promotion or detail NTE 120 days. Employees will need to confirm they have their supervisor's approval when applying for the non-competitive temporary promotion or detail.

Employees who have non-competitively served a total of 120 days in a temporary promotion or detail to a higher grade within the preceding 12 months are not eligible for a higher-graded opportunity. Contact Shaunna Young at [sxyoung@bpa.gov](mailto:sxyoung@bpa.gov) if you have questions regarding your eligibility.

**NOTES:** The successful candidate will be detailed or non-competitively temporarily promoted to the position of Transmission O&M Manager (North Region). Selection from this interest announcement is subject to the requirements of applicable employment practices. Any promotion associated with this announcement will be subject to the following:

- When an employee already holds the same grade or higher as the position of interest on a permanent basis, then the action will be processed as a detail and may be made for a period up to one year, in 120-day increments. When appropriate, details may be extended for an additional year, in 120-day increments.
- When an employee holds a lower graded position or is in a position with lower-graded promotion potential than the position of interest, s/he is prohibited from serving in a higher-graded position for more than 120-days in a 52-week period. The action may be processed as a detail or non-competitive temporary promotion at management's discretion. Employees selected for a non-competitive temporary promotion must meet time in grade, experience, and any minimum education requirements specified under Special Skills & Abilities below. Those who do not meet the time in grade or qualifications requirement(s) may be eligible to accrue experience during a detail. Non-competitive temporary promotions or details to a higher grade may not be extended or made permanent.
- The employee will be returned to his/her permanent position of record (i.e., position prior to detail) upon completion of the non-competitive temporary promotion or detail opportunity.
- Temporary promotions and details may be terminated at any time based on the needs of management.
- Multiple selections may be made from this interest announcement if additional rotations are needed.

**GENERAL INFORMATION:** This position is located in one of three Senior O&M Manager organizations of Transmission Field Services (TF), Transmission Services (T) Bonneville Power Administration (BPA). Transmission Field Services is responsible for managing field operations and maintenance and construction of BPA's high-voltage electrical transmission system and providing safe, reliable, and cost-effective service to customers. These responsibilities include

physical field operations, maintenance, and construction of BPA's electric and non-electric plant facilities in the BPA service area.

The Senior O&M Managers are responsible for managing all transmission system operations, maintenance, and construction activities within the TF organization. Activities include system operations, substation maintenance, power system control maintenance, system protection control maintenance, transmission line maintenance, non-electric plant maintenance, and heavy mobile equipment. The Senior O&M Managers each have oversight for several Districts and are responsible for key policy formulation and decisions for long- and short-range strategic planning for the Transmission System. Through their own staffs and the Districts, the Senior O&M Managers assure that TF achieves the following overall results: safe power system for employees and the public; reliable electric service for customers; and cost-effective operation, maintenance, and replacement of the BPA power system.

**This position will require up to 10% travel throughout the BPA territory.**

#### **DUTIES:**

**(35%)** Serves as the regional Transmission O&M Manager responsible for planning, directing, coordinating and administering Transmission Field Services operations and functions throughout assigned Districts to ensure successful implementation of Transmission's long-term strategic initiatives. Through management of subordinate District managers and the subordinate supervisors who report to them, directs and oversees a workforce that fluctuates regularly from 186-646 employees located at over 100 widely dispersed worksites throughout a six-State area performing field operations, maintenance, and construction of BPA's high-voltage electrical transmission system.

**(35%)** Directs program planning and implementation of the region's Transmission Field Services program with approximately \$200M level of annual resources. Prioritizes projects and initiatives within established resources and ensures alignment with overall BPA goals and commitments. Coordinates and consults with peers and management officials within BPA to ensure TF activities are visible and compatible with interfacing operations and ensures compliance with federal and regulatory laws and standards. Advises senior managers regarding status of program initiatives and recommends changes to better meet BPA business objectives. Ensures that subordinate Districts meet performance goals and operate within established budgets. Makes decisions on work problems presented by subordinate managers and supervisors.

**(30%)** Evaluates subordinate managers and serves as the second level reviewing official for supervisory performance ratings. Ensures reasonable equity among work units concerning performance standards and rating techniques. Recommends selections for subordinate managerial positions and approves selections for supervisory positions. Hears and resolves grievances or serious employee complaints, reviews and approves serious disciplinary actions involving subordinates (e.g. suspensions), recommends changes in position classification or organization structures, and recommends or approves awards for subordinate managers and staff. Approves training needs and requests and approves expenses comparable to within-grade increases, extensive overtime, and employee travel. Provides leadership and support in administering the Bonneville EEO program for applicants and employees. Provides and ensures fair and equitable treatment for all employees in implementing HR policies and practices including recruitment, selection, placement counseling, training, career development, promotion and adverse action, and communicates support of these policies to subordinate supervisors and staff members.

#### **Activities Managed:**

The incumbent manages the following activities throughout the region:

- Implementation and management of field operations, maintenance, and construction activities. Resources are shared among Districts to achieve goals, and Regional staff work with customer account teams.
- Coordinating work and resources among districts.
- Operating and maintaining the BPA transmission system including the buildings, and grounds, mobile equipment and right-of-way.
- Working closely with project managers, Resource Specialists, Cost Analysts and Planner/Schedulers to meet goals and objectives.
- Field substation operations develop and coordinate outages and outage plans for district operation and maintenance, construction, switching, inspections and customer needs.

- Inspecting, maintaining, and repairing substation equipment, and building assigned projects.
- Inspecting, maintaining, and repairing lines and rights-of-ways, and building assigned projects.
- District engineers and field engineers oversee inspection, maintenance, and repair of control protection and metering systems used in the control and protection of HV facilities, and inspection, maintenance, and repair of communication data and control facilities.
- Facility maintenance inspects, monitors, maintains, and repairs buildings and grounds.

**BASIC REQUIREMENTS:** N/A

**SPECIAL SKILLS & ABILITIES:** Employees with at least one year of specialized experience at the next lower grade level, GS-14, in the Federal service may be eligible for temporary promotion.

**SPECIALIZED EXPERIENCE REQUIREMENTS:** A qualified candidate's online application and resume must demonstrate at least one year of specialized experience equivalent to the next lower grade level (GS-14) in the Federal Service. Specialized experience is defined as experience in managing a team or serve as a technical expert in (1) planning and managing electrical power system equipment, facilities, and services, programs or projects, requiring bringing many resources together in a specific sequence and at a specific time across workgroups in multiple trades and organizational units; and (2) managing a program work plan subject to frequent, substantial, and unexpected changes, such as major equipment changes, failures or modifications for multiple facilities.

**HOW TO APPLY:** Complete a brief memo of interest describing your interest in this detail - temporary promotion assignment and your relevant experience. Submit your memo and a signed Supervisory Acknowledgement statement (below) by close of business on **09/17/2025** to [jalahti@bpa.gov](mailto:jalahti@bpa.gov). Do NOT submit a resume.

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***SUPERVISOR'S ACKNOWLEDGEMENT***

**INTEREST ANNOUNCEMENT (25-TF-001)**

I acknowledge that \_\_\_\_\_ has requested consideration for this position. I understand this temporary assignment is a detail or temporary promotion from 120 days to one (1) year.

I am willing to consider approving the detail and understand the salary, travel, lodging, M&IE costs and/or FTE for the duration of the detail will be funded by (TF).

Supervisor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Supervisor's Title: \_\_\_\_\_ Routing: \_\_\_\_\_