



only here . . .

will you define the future of energy





**Tina K.** Director, Customer Support Services

People at BPA share a passion for serving the region. It's interesting work, and there is so much talent here, you learn from others.

# Proudly serving the Northwest



Headquartered in Portland, Ore., the Bonneville Power Administration provides about one-third of the electricity used in the Pacific Northwest, including Idaho, Oregon, Washington and western Montana. We built and operate three-fourths of the region's high-voltage transmission grid.

We are both a wholesale electric utility and a federal agency under the U.S. Department of Energy. We market the power from the nation's largest renewable resource — the 31 dams of the Federal Columbia River Power System. The dams are owned and operated by the U.S. Army Corps of Engineers and Bureau of Reclamation.

Because hydropower is low cost, renewable and emission free, it's a highly desirable power source. Growing concerns about climate change make it even more valuable. Because the dams are remote

from cities and industry, the region relies on BPA's long-distance transmission to carry electricity to retail utilities, who then supply it to consumers.

The Columbia River is home to the Northwest's treasured fish and wildlife. It provides water for navigation, irrigation, recreation and domestic water supply. BPA works with its partner federal agencies, Northwest states, Native American tribes and concerned citizens to balance the competing uses of the Columbia River system to benefit the region's economy and protect the environment.

These challenging public responsibilities, including promoting energy efficiency and renewable energy, make BPA a dynamic and rewarding place to work. We hope you'll join us.



**Katie M.** Fish & Wildlife Administrator

I love being a part of giving the people of the Northwest access to clean energy — it's the best thing I can do for the environment.

# Clean power from a multi-use river



BPA's power begins as rain and snow across the Columbia River Basin. Electricity is stored on mountaintops — in the winter snowpack — and in reservoirs from the Cascades to the Northern Rockies.

What makes the Columbia ideal for hydropower is its topography. The river springs forth at an elevation of 2,700 feet in the Canadian Rockies. Over its 1,200-mile journey to the Pacific Ocean, the Columbia drops an average of just over two feet per mile. It is this “falling” water that drives the great turbines at the dams that make up the Federal Columbia River Power System.

Our power planners work with other utilities and federal agencies to make the most effective use of each year's snowpack and streamflows to serve the Northwest's power needs. BPA power traders sell any federal hydropower that is surplus to our Northwest customers' needs on the competitive Western wholesale power market. This makes good use of this renewable resource in high water years and produces revenues that help keep Northwest power rates low. Our traders buy power from other utilities throughout the West to make up any shortfalls in supply.



# Keeping the lights on



BPA transmission crews maintain the high-voltage transmission system that carries the region's power supplies to local utilities. That includes hundreds of substations and more than 15,000 circuit miles of transmission lines.

BPA engineers design new infrastructure, and our transmission project managers direct multi-million dollar projects, with safety as our top priority.

We strategically invest in the maintenance and operation of our vast transmission system. In addition to upgrading our existing assets, we build new lines, substations and other equipment to meet our customers' needs and ensure a reliable transmission system for the Northwest today and in the future.

Our system dispatchers in Vancouver and Spokane, Wash., and substation operators throughout the region precisely direct the flow of power to millions of people, 24 hours a day, 365 days a year.

It takes an immense, skilled team of electrical, civil and mechanical engineers, as well as technicians, helicopter pilots, mathematicians, realty experts, purchasing officers, and specialists in many fields to keep the grid on line, all the time.





# Promoting smart technologies and renewables

With our hydropower base, BPA has the smallest carbon footprint per kilowatt-hour sold of any major U.S. utility. And we intend to stay that way.

Energy efficiency is our top-priority resource for meeting growing power needs. We work with Northwest utilities to create conservation programs that deliver reliable power savings. Since 1980, our conservation efforts have saved more than 1,500 average megawatts for the region. That's enough electricity to serve a city about the size of Seattle or to avoid building three large coal-fired plants.

BPA has also connected more than 4,500 megawatts of wind energy capacity — the potential output of about five Bonneville Dams — to its transmission grid. Along the way, our renewable energy experts pioneered new technologies and developed tools that made it possible to send energy long distances across a system designed for more stable transmission.

BPA is a national leader in technology innovation. We continue to search for tools to enable the integration of more variable energy onto the grid as well as other technologies that have the greatest potential value for BPA and Northwest electric utilities. Through our Technology Innovation program, BPA partners with utilities, nonprofits, research organizations, technology developers and universities around the world in search of ways to improve operations, solve challenges, increase efficiencies and avoid costs. Investments in tools such as demand-side management — the modification of power consumption to align with available generation — can optimize the use of the power system and help us control costs to keep future power rates low.

BPA offers many career opportunities for people who are interested in advancing energy technologies.



## Anne S. Attorney-Adviser

There is so much diversity in the work we do. I work in the legal field, yet I get to tour habitat projects and see for myself the exciting work the agency is doing.



# Protecting fish and wildlife



BPA protects Columbia River system fish and wildlife, particularly salmon and steelhead runs listed under the Endangered Species Act. We fund and help run one of the largest fish and wildlife programs in the world. BPA biologists manage hundreds of fish projects, such as repairing spawning habitat, opening up tributaries through water purchases and leases, hatchery improvements and control of predators.

Our engineers work with the U.S. Army Corps of Engineers to overhaul the federal dams to make passage safer to fish. Our power operators and system planners schedule water releases and water spills to help juvenile fish traverse dams more safely. These and other efforts have significantly improved fish survival at the federal dams.

BPA is also responsible for mitigating damage from the federal hydro system to wildlife. Ratepayer funding through BPA has permanently protected more than 550,000 acres of habitat for the benefit of fish and wildlife, including mammals, songbirds, raptors, reptiles, amphibians, invertebrates and hundreds of species of native plants.



**Jon D.** Manager, Debt and Investment Management

Working at BPA challenges me every day. And I get to use the best practices found in the private sector to benefit the public.

# Accountability to the region



As a public agency that serves the whole Northwest, BPA must balance multiple interests and concerns. We work collaboratively with the region, frequently consulting our customers, stakeholders, local tribes, elected officials and government agencies on issues that may affect them. We are a national leader in involving the public directly in public policy decisions.

Our account executives work with the region's utilities, helping them forecast and contract for their power and transmission purchases from BPA and providing them with quality service.

Our tribal affairs group helps BPA fulfill its trust responsibility as defined by federal laws, treaties, policies, executive orders and BPA policy. This team enhances BPA's understanding of and respect for tribal values and resources through partnerships and collaboration. Our tribal policy provides a framework for government-to-government relationships and communication.

Our regional relations staff works with the region's state and local governments and public interest groups to keep them informed and involved. Our national relations staff in Washington, D.C., works with congressional staff, legislators, the administration and other government agencies.

Our realty staff works with property owners to assure transmission rights-of-way are managed respectfully and safely.

BPA's accountability to the Pacific Northwest is measured in dollars, too. We are a not-for-profit, self-supporting federal agency. We pay our costs with revenue from our power and transmission sales and receive no federal appropriations.

This direct financial responsibility gives us clear mandate to keep our costs low, our financial records thorough and transparent, and our business practices modern and efficient.



## Cristi S. Work Planner Scheduler

There are endless opportunities here. I started as a lineman apprentice, became a journeyman, and now I support regulatory compliance in Transmission Field Services. You never know where your career at BPA will lead you.



# Your success ensures ours



A career with BPA is more than the opportunity to provide an integral service to your community and the Pacific Northwest. We offer you the challenges and opportunities that help to grow your ability to contribute. When you work at BPA, your growth improves our organization and benefits the Pacific Northwest.

We realize that having you join our diverse team is as much an opportunity for us as it is for you. Our leadership comes from yours. Our innovation is a result of your ideas. And our stewardship is fueled by your passion and commitment. It's through you that our service to the region continues to thrive, and that's what makes you so valuable to us.

A career with BPA lets you give back to the community that you call home while pursuing a rewarding career. It's the chance to join a team with a respect for your unique talents and ideas. We offer you every opportunity to make a difference — all within an organization whose history of ingenuity and service has been virtually unmatched for more than 75 years.





# At home across the Northwest



Portland, Ore., is just one city of many throughout the Pacific Northwest where our employees work and enjoy a high quality of life. Our service territory of 300,000 square miles gives us a diverse offering of career mobility and work and home environments in which you can find your perfect fit.

We know that having a diverse workforce and an inclusive workplace gives us a competitive edge, and we're proud that the members of our team are as unique as the communities they serve. We offer work/life balance, a friendly and supportive team, and an array of benefits.

With countless areas of opportunity, you can follow the career path that leads you where you want to go. You can pursue the lifestyle you've always wanted and the career that gets you there. Whether you seek the first-rate outdoor opportunities or the many advantages of urban living, our locations throughout Washington, Oregon, Idaho and Montana let you choose your idyllic spot to build your life and career.

## **BPA's diversity statement**

Bonneville will best accomplish its mission by attracting, retaining and sustaining a talented and diverse workforce that reflects the diverse communities we serve.



HR HELP  
Kathy

## Kathy P. HR Assistant

I enjoy interacting with people and helping them find the information they need. Over my 30+ years at BPA, I've always had access to the latest technology so I can excel.

# Opportunities for people with disabilities



BPA is dedicated to providing employees with the tools and resources they need to live up to their capabilities. We encourage persons with disabilities to apply competitively or noncompetitively for any of our open positions. BPA evaluates each applicant on his or her ability to perform essential duties with or without reasonable accommodations.

## Reasonable workplace accommodations

BPA will make every effort to ensure that barriers are removed, that the work environment is safe for employees with disabilities, and that they have the tools necessary to successfully perform the duties of their positions.

## For more information

Go to [www.usajobs.com](http://www.usajobs.com) and click on “Individuals with Disabilities.”

You can also call BPA toll-free at **1-877-975-4272**.

USAJOBS has an interactive voice response telephone system at **1-703-724-1850**. This line is for the visually impaired, or individuals without access to a computer or the Internet. The TDD line **1-800-735-1232** is available for hearing-impaired applicants.



## Kevin J. Journeyman

No matter what you do at BPA, you're a part of the mission. I provide critical support to ensure our line crews have what they need to keep the lights on.

# A commitment to those who have served



BPA values the knowledge and experience of the many veterans we employ. As a federal agency, we actively encourage veterans who seek an exciting and challenging work environment to consider a career with us. BPA offers the following opportunities for veteran applicants:

## **Veterans Preference**

Veterans with honorable or general discharge separations from active duty may receive hiring preference under Delegated Examining Category Rating.

## **Veterans Readjustment Appointment Authority**

The VRA authorizes BPA to appoint eligible veterans to positions at GS-11 or equivalent, which may have promotional potential.

## **Noncompetitive Term or Permanent Appointment**

BPA recruits veterans who meet eligibility requirements for noncompetitive temporary appointments of more than 60 days. In some cases, these appointments can be converted to career conditional.

## **Veterans Employment Opportunities Act of 1998**

The VEOA allows veterans with or without preference to compete for vacancies made available to applicants outside of BPA's workforce.

Please email your resume and supporting documentation to [veterans@bpa.gov](mailto:veterans@bpa.gov) to be reviewed for our Veterans Database. Additional information will be provided upon eligibility verification.



# Starting out on the right foot



BPA offers unique opportunities for students to begin exploring careers in energy. Our Pathways Internship and Recent Graduate programs enable you to put your education and knowledge to the test in a real-world environment on live BPA projects.

## Internships and recent graduate positions

The Pathways Internship Program can put you on a solid path to permanent employment upon graduation. Students can work full time or part time as an intern. These are paid positions where you will receive valuable work experience. As an intern you will gain industry knowledge and have the opportunity to test your skills.

To be considered for a Pathways Internship you must:

- Be enrolled or accepted for enrollment as a degree-seeking student (diploma, certificate, etc);
- Maintain at least a half-time academic or vocational/technical course load in an accredited program;

- Maintain a minimum 2.0 cumulative GPA or higher;
- Be at least 16 years old; and
- Be a U.S. citizen to be considered for permanent employment.

Recent graduate positions are entry level paid positions that give you valuable training and developmental opportunities in an area that relates to your degree program. Like the Pathways Internship Program, participants in the Pathways Recent Graduates Program may be considered for permanent employment with BPA.

To be eligible for a Pathways Recent Graduate position you must have received a qualifying degree within the previous two years. For veterans with military service obligations, the eligibility period may be extended past the two year period.

Please visit [www.usajobs.gov](http://www.usajobs.gov) to view our current vacancies and to set up an email notification for Bonneville Power Administration job openings.



**Liza R.** Supervisory HR Specialist

The Pacific Northwest is a great place to work, and the people at BPA are so dedicated and friendly. We pull together to work through challenges and achieve positive outcomes.



# The benefits of BPA



BPA understands the importance of work/life balance and offers a variety of programs and policies designed to create more flexible, responsive work environments supportive of commitments to community, home and family members.

BPA also supports employees' overall wellness through its Be Well program, which helps employees adopt healthier lifestyles and feel better about their work/life balance. The program supports five key areas of life: career, community, financial, physical and social.

## **Federal employees are offered these and many other benefits:**

- Competitive salaries/retirement plan with 401(k)
- Up to 13 days of paid time off at hire
- Paid holidays/unlimited sick leave accrual
- Voluntary leave donation/recipient program
- Family-friendly leave
- Flexischedule (annual employees)
- Flexiplace/teleworking (annual employees) with manager approval
- Complete on-the-job injury/illness coverage
- Career counseling/employee development
- Employee Assistance Program
- Subsidized public transportation
- On-site childcare
- On-site fitness centers/fitness reimbursement
- Recognition/Success Share/Team Share Programs
- Annual cost-of-living increases (for annual employees)
- Negotiated annual increase (for hourly employees)
- Federal credit union



## Ronald T. Aircraft Observer

There's something different every day. Some days I spend five hours 30 feet above a transmission line, documenting damage or hazards that our field crews need to address.



# Opportunities to make a difference



Achieving our mission requires constant innovation and a deep commitment to safety, trustworthy stewardship, collaborative relationships and operational excellence. Join us.

## Professional and administrative opportunities include:

- Accountant
- Attorney
- Contract Specialist
- Economist
- Energy Efficiency Representative
- Engineer
- Environmental Protection Specialist
- Financial Analyst
- Fish and Wildlife Biologist
- Human Resources Specialist
- IT Specialist
- Land Surveyor
- Physical Scientist
- Policy Strategist
- Public Affairs Specialist
- Realty Specialist
- Tribal Account Executive

## Trades and crafts opportunities include:

- Electrician Journeyman/Apprentice
- Lineman Journeyman/Apprentice
- Substation Operator Journeyman/Apprentice
- System Dispatcher
- System Protection Control Craftsman
- Power System Control Craftsman

Contracting opportunities are available for a wide variety of positions throughout the agency. You can email an inquiry to: [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov). Please state the type of job you are interested in. BPA's Supplemental Labor office will provide you with a list of vendors you may contact.

For more information or to explore our opportunities, visit us at [www.usajobs.gov](http://www.usajobs.gov).



[www.bpa.gov/careers](http://www.bpa.gov/careers)

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