



## Internal/External Job Posting

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|----------------------------------------|-----------------------------------------------------------|
| <b>Job Title:</b> System Engineer      | <b>Posting Time Frame:</b> August 13, 2026 – until filled |
| <b>Reports To:</b> Engineering Manager |                                                           |

The following position will be posted internally and externally until filled. If you are interested in this opportunity and have questions about the position, please contact **Carol Macy at 307-365-6065**.

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### Join a Team That Powers Communities

At High West Energy, we're more than an electric cooperative—we're a team committed to delivering safe, reliable service while improving the lives of the members and communities we serve.

We're looking for a detail-oriented, solutions-focused, **System Engineer** to help ensure the reliability, protection, and future growth of our electric system. In this position, you'll combine engineering expertise, cutting-edge technology, and strategic planning to support the infrastructure that powers our communities.

### What You'll Do

#### Live by our Core Values

- **Friendly** – We will be friendly by maintaining a positive attitude, treating each other with dignity, and communicating honestly and respectfully.
- **Innovative** – We will foster a culture of innovation by valuing the opinions of other and encouraging progressive ideas.
- **Hard Working** – We will work together to achieve our common goals by being conscientious, taking responsibility for our results, and upholding our commitments.
- **Integrity** – We will, every day, be models of integrity, striving to be dependable to keep our promises to earn the trust of those we serve.

#### Key Responsibilities

- Support and communicate the Cooperative's mission, goals, and strategic initiatives.
- Provide exceptional customer service to members, contractors, and fellow employees.
- Support the planning, design, analysis, and continuous improvement of the Cooperative's electric distribution, transmission, and substation systems.
- Perform system reliability, efficiency, protection, coordination, sectionalizing, load forecasting, and long-range planning studies using engineering analysis software.

- Maintain, enhance, and troubleshoot SCADA, communication, outage management, and system control technologies.
- Provide engineering support for new substations, transmission lines, distribution lines, member services, and other system improvement projects.
- Configure, program, test, and troubleshoot relays, voltage regulators, reclosers, electronic protection devices, and other field equipment.
- Develop and maintain protection settings, coordination studies, logic schemes, and operating standards to ensure system reliability and safety.
- Conduct feeder and power quality analyses, fault current studies, voltage drop studies, load balancing, arc flash evaluations, and other engineering assessments.
- Create and maintain engineering drawings, interconnection diagrams, specifications, system models, and technical documentation.
- Recommend equipment specifications, material standards, and system improvements to support efficient operations and future growth.
- Collaborate with Engineering and Operations personnel on equipment installation, testing, maintenance, training, and system troubleshooting.
- Support demand response initiatives and other emerging technologies as applicable.
- Ensure compliance with applicable industry standards and regulations, including RUS, NESC, NEC, ANSI, and safety requirements.
- Stay current on industry trends, best practices, and technological advancements in utility engineering.
- Perform additional duties and special projects as assigned.

## **What Success Looks Like**

The ideal candidate is:

- Enjoys solving complex technical challenges and improving system performance
- Has a strong analytical mindset and attention to detail
- Thrives in a collaborative environment and works effectively across departments
- Is passionate about reliability, safety, and serving rural communities.
- Adapts quickly to new technologies and continuously seeks opportunities for improvement
- Comfortable managing multiple priorities in a fast-paced environment
- Skilled at communicating clearly and professionally

## **Qualifications**

### **Required**

- Bachelor's degree in Electrical Engineering or Electrical Engineering Technology from an accredited college or university
- Three to five years of electrical engineering experience in electric utility industry

- Two to five years of experience in one or more of the following areas: electrical system protection, control systems, system planning, GIS, SCADA, or database applications
- Strong analytical, problem solving, and communication skills
- Ability to work collaboratively across departments and support operational and engineering initiatives
- Valid driver's license
- Ability to maintain confidentiality and exercise sound judgment

### **Preferred**

- Professional Engineering (PE) license is preferred
- Experience with SCADA systems, communication networks, and SCADA point mapping

### **Work Environment**

This position primarily works in an office environment with occasional responsibilities in operational and outdoor settings.

The role may include:

- Sitting or standing for extended periods
- Walking throughout Cooperative facilities and grounds
- Occasional field visits and coordination with operational personnel
- Work during emergency situations, storm restoration efforts, and major outage events when required

Because High West Energy provides critical infrastructure services, flexibility during emergencies and severe weather events is essential.

### **Physical Requirements**

- Ability to stand, walk, bend, stoop, and perform routine office and field-related activities
- Ability to lift up to 25 pounds independently
- Ability to safely lift heavier items with assistance when necessary
- Reasonable accommodations may be made for qualified individuals to perform essential job functions

### **Safety Commitment**

Safety is a principal value at High West Energy. All employees are expected to:

- Follow Cooperative safety policies and procedures
- Participate in required safety meetings and training
- Comply with applicable OSHA, DOT, NESC, PSC, and FMCSA regulations
- Take responsibility for their own safety and the safety of others

- Promote a culture of accountability and continuous safety improvement

### **Tools & Technology**

You'll work with a variety of technologies and equipment, including:

- Computer systems and utility software
- Mapping and data management applications
- Two-way radio communication systems
- Electronic office equipment and mobile devices
- Standard office and field support tools

### **Why Join High West Energy?**

- Play a key role in maintaining and improving the electric infrastructure that serves our communities.
- Work with advanced technologies including SCADA, system protection, and engineering analysis software.
- Contribute to long-term system planning and reliability initiatives.
- Join a collaborative team committed to safety, innovation, and exceptional service.
- Enjoy the stability and purpose of working for a member-owned electric cooperative.

**If you're an engineering professional who is passionate about reliability, innovation, and serving rural communities, we'd love to hear from you. Apply today and help us build, protect, and strengthen the electric stem that powers our members' lives.**

**We are an Equal Opportunity Employer, Females/Minority/Veterans/Disabled/Sexual Orientation/Gender Identity.**