

In Compliance with 18 C.F.R. Section Part 358.7(f)(1)
Xcel Energy Position Summaries - Version 41
Posted Date: February 2, 2017

This file contains summary position descriptions and job titles for Transmission Function employees of the Xcel Energy Electric

ACCOUNTANT, SR ENERGY	Perform transmission system energy accounting and related analysis for C&FO Business Unit. Point-of-contact interacting with all level customers for transmission energy scheduled and metered, assuring accuracy of all after-the-fact data. Provide and ensure reconciliation of all discrepancies relating to transmission system energy accounting data. Provide Meter Data Management Agent (MDMA) leadership and analysis delivering settlement quality data to MISO and XCE. Provide direction to staff members to resolve technical problems, reporting issues, and accounting problems. Perform analysis of daily computations of Control Area and native load, internal and external transaction reporting, and provide expertise to Business Systems in development of transmission system energy accounting database. The position originates and delivers reports relating to transmission system data, and helps determine requirements for Control Area settlement issues.	NSPM, NSPW, PSCO, SPS
ACCOUNTANT, TRANSMISSION	The purpose of this position is to accurately account and report transmission transactions related to the power marketing business. Responsibilities include reconciliation of transmission provider invoices, generate payment requests, checkout monthly sales/purchases, ensure compliance with contracts and regulatory rulings, record journal entries into the general ledger, and reconcile various general ledger accounts. In addition, the position will be responsible for fulfilling regulatory and financial reporting requests and for compiling information for both internal and external customers.	NSPM, NSPW, PSCO, SPS
ACCOUNTANT, TRANSMISSION ENERGY	Perform transmission system energy accounting and related analysis for assigned transmission region. Check out monthly transmission accounting and create invoices & payment request. Customer point-of-contact for transmission energy scheduled and metered, and after the fact accuracy of data. Provide accurate accounting as the Meter Agent for regional ISO/RTO/TSO or Tariff Administrator and other entities as required. Calculate and report the daily Control area and native load, internal and external transaction reporting, checking the accuracy of tie line numbers, and gathering information needed for FERC form 1 reporting.	NSPM, NSPW, PSCO, SPS
ANALYST, ASSOCIATE TRANSMISSION BUSINESS	Provide support in the management of the Xcel Energy Open Access Transmission Tariff (OATT) and Electronic Quarterly Reports (EQR) and reporting requirements for Transmission. Support Transmission Account Representatives with creation and maintenance within the Project Wise contract database. Participate in the preparation of FERC filings for the OATT and transmission agreements. Monitor and comply with FERC filing requirements related to transmission service. Track Requirements and assure compliance with existing transmission contracts.	NSPM, NSPW, PSCO, SPS
ANALYST, SR TRANSMISSION BUSINESS	Review and maintain a strong understanding of all FERC orders/rulings, PSC/PUC requirements and RTO policies and procedures that affect interconnection and transmission activities in order to advise and provide key support to the Transmission Account Representatives and Management. Monitor and provide direction on all FERC filings related to the Transmission business to assure that they comply with all FERC filing requirements. Maintain a strong knowledge and expertise relating to Projectwise, the EQR and e-Tariff.	NSPM, NSPW, PSCO, SPS

ANALYST, TRANSMISSION BUSINESS	Manage the Xcel Energy Open Access Transmission Tariff (OATT). Manage Electronic Quarterly Reports (EQR) and reporting requirements for Transmission. Support Transmission Account Representatives with creation and maintenance within the ProjectWise contract database. Participate in and prepare FERC filings for the OATT and transmission agreements. Monitor and comply with FERC filing requirements related to transmission service. Track Requirements and assure compliance with existing transmission contracts. Requirements and assure compliance with existing transmission contracts.	NSPM, NSPW, PSCO, SPS
ASSISTANT, ADMINISTRATIVE II, III	Performs a wide variety of routine and non-routine administrative functions and secretarial services. Handles details and assignments of a routine nature within agreed upon limits using established guidelines and procedures.	NSPM, NSPW, PSCO, SPS
CONSULTANT, STRATEGY PERFORMANCE	A Strategy Performance Consultant will provide leadership and facilitation for rate case information preparation, scorecard and strategic plan performance management, and coordination of employee communications strategies for the Electric Transmission organization. A Performance Consultant will lead teams to meet schedules in preparation of information for rate cases, rider filings, and other types of rate case data requests. Also assist with business strategy planning, performance management (scorecards, milestone tracking, process metrics, etc.) and process audit tracking, including identifying and follow-up of process improvements to address audit findings. Assist in the development and management of employee communications strategies, content development and scheduling of manager and employee communications to enhance employee understanding and engagement with Transmission strategies and performance.	NSPM, NSPW, PSCO, SPS
CONTRACTOR, PROF/CONSULTANT CONTRACTOR, STAFF AUGMENTATION	Provides technical consulting services for various Transmission projects under the direction of an Engineer, Principal or Supervisor, Engineering. Acts as a technical resource to internal engineering teams and management. May execute field assignments in lieu of company engineering personnel.	NSPM, NSPW, PSCO, SPS
CONTRACTOR, STAFF AUGMENTATION	Provides technical consulting services for various Transmission matters including data management under the direction of an Engineer, Principal or Supervisor, Engineering. Acts as a technical resource to internal engineering teams and management. Create/develop document files, review documents for database population, and add updates to documents/database as required. Monitor any changes made to contracts/documents and perform contract and metadata maintenance. Participate in FERC filings and requirements.	NSPM, NSPW, PSCO, SPS
COORDINATOR, SR TRAINING	Manage and coordinate the Transmission Control Center Operator Training Program for all of Xcel Energy and Operator Training Performance Database for an Xcel Energy jurisdiction. Responsible for the maintenance of Xcel Energy's status as a credited NERC Training Provider. Responsible for the NERC database that includes all Individual Learning Assessments (ILA's) are kept current and up to date. Responsible for the LMS and web-e database. Provide classroom, simulation, web-based, and hands-on training throughout Electric Operations in Transmission and Distribution System Operations. Training topics include NERC Standards, Regional Reliability Organization procedures, EMS Software training, Emergency Operations, Lead training NERC Audit discussion of the program strategy/philosophy, tactical implication and achieving specific compliance requirement for specific operating company. Coordinate the use of other training contractors, regional program and EMS simulation. Coordinate the quarterly meeting of the three regional trainers. Implement the control center job and task analysis on an individual operator basis. Provide operator-training services to Commercial Operations and EMS training for Distribution dispatchers.	NSPM, NSPW, PSCO, SPS

COORDINATOR, TRAINING	<p>Coordinate the Transmission Control Center Operator Training Program and Operator Training Performance Database for an Xcel Energy jurisdiction. Maintain Xcel Energy's status as a credited NERC Training Provider. Provide classroom, simulation, web-based, and hands-on training throughout Electric Operations in Transmission and Distribution System Operations. Training topics include NERC Standards, Regional Reliability Organization procedures, EMS Software training, Emergency Operations, Lead training NERC Audit discussion of the program strategy/philosophy, tactical implication and achieving specific compliance requirement for specific operating company. Coordinate the use of other training contractors, regional program and EMS simulation. Implement the control center job and task analysis on an individual operator basis. Provide operator training services to Commercial Operations and EMS training for Distribution dispatchers.</p>	NSPM, NSPW, PSCO, SPS
DIRECTOR, SR. SYSTEM OPERATIONS	<p>Maintain reliability and security of the northern control area while maximizing transmission business unit revenues and minimizing liability risk(FERC 211, NERC compliance, RTO (MISO) compliance, public safety, etc). Coordinate operating policies with other Xcel control areas. This position is also accountable for achieving specific productivity, safety, customer service, and delivery reliability targets.</p>	NSPM, NSPW, PSCO, SPS
DIRECTOR, SYSTEM PROTECTION & COMMUNICATION ENGINEERING	<p>Provides visionary, strategic and technical leadership while directing the overall activities of Xcel Energy's System Protection and Substation Communication Engineering organizations. These responsibilities span all high voltage transmission and distribution substations along with all transmission lines across Xcel Energy. Position is also accountable for the attainment of Xcel Energy NERC/FERC compliance responsibilities, goals and objectives related to system protection, communications and CIP. Accountable for attainment of corporate and business unit goals and objectives while being committed to employee development. Anticipates and positions the organization to meet future needs in a changing, competitive environment of FERC1000.</p>	NSPM, NSPW, PSCO, SPS
DISPATCHER, SYSTEM II	<p>This position has responsibility for the real-time operation of the interconnected Bulk Electric System. Ensure regional reliability through compliance with NERC operating criteria. Monitor and exercise independent judgement in the operation of the Xcel Energy electric delivery system within operating guidelines; direct field employees in switching; schedule and assign operating work to field personnel; write, review and approve switching procedures; troubleshoot failures in the electric system, choose appropriate actions and direct restoration by assigning field personnel or take independent action through remote control switching equipment. Interact with Control Center personnel and provide timely information of conditions of the transmission system. Maintain working relationships with other utilities, generating stations and Security Coordinators.</p>	NSPM, NSPW, PSCO, SPS
ENGINEER	<p>This is an entry level position designed to develop technical expertise in a particular area of specialty. Performs work that involves conventional types of plans, investigations, surveys, structures or equipment with relatively few complex features for which there are precedents. Activities are of limited scope requiring knowledge of principles and techniques commonly employed in the specific narrow area of assignments. May lead small-medium, non-critical projects and/or provide field oversight of critical projects under direction of higher level engineer or supervisor. Work is reviewed for soundness of technical judgment, overall adequacy and accuracy. As proficiency is gained, may work on portions of larger projects. Works under supervision and follows established procedures. May supervise or coordinate the work of interns, drafters, craft personnel, technicians and/or others.</p>	NSPM, NSPW, PSCO, SPS
ENGINEER II, TRANSMISSION PLANNING	<p>Applies intensive and diversified knowledge of engineering principles to perform planning activities to produce comprehensive economical and reliable electric system transmission plans. May represent company in coordinating councils, joint planning, and regulatory activities.</p>	NSPM, NSPW, PSCO, SPS

ENGINEER, CONSULTING	<p>A recognized leader and authority in the organization and externally in a broad area of specialization or in a narrow but intensely specialized field. Exhibits an exceptional degree of technical expertise, ingenuity, creativity, and resourcefulness. Applies and/or develops highly advanced technologies, scientific principles, theories and concepts. Acts as a technical resource to associates and others with a high degree of reliance placed on the scientific interpretations and advice. Serves as consultant to top management in long-range company planning concerning new or projected areas of technological research and advancements. Prime spokesperson on company's technical capabilities and future directions. Work is checked only to the effectiveness of results obtained, typically requiring a long-term perspective. Virtually self-supervisory. May provide daily oversight for a staff of engineers, craft personnel and technicians. May lead critical, complex, and/or multi-year duration projects.</p>	NSPM, NSPW, PSCO, SPS
ENGINEER, PRINCIPAL	<p>Viewed as the technical engineer or subject matter expert for the organization in the application of advanced theories, concepts, principles, and processes for an assigned area of responsibility (i.e. subject matter, function, type of facility, equipment or product). Contributes to the development of new principles and concepts. Problems must be approached through a series of complex and conceptually related studies, are difficult to define, require unconventional or innovative approaches, and require sophisticated research techniques. Responsible for major project or several complex projects of moderate to large scope. Serves as organization spokesperson on advanced projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications. Maintains contacts with individuals and units within and outside the corporation for action on technical matters. Works under consultative direction toward broad general goals and objectives. Assignments are often self-initiated. Determine and pursue courses of action necessary to obtain desired results. Work checked through consultation and agreement with others rather than by formal review of superior. May provide work direction for a team of engineers, technicians and other professionals as necessary to complete assignments. This includes evaluation of work progress and results and feedback to supervisors on performance. May lead multiple critical and/or complex projects.</p>	NSPM, NSPW, PSCO, SPS
ENGINEER, SR	<p>Applies extensive technical expertise, and has full knowledge of other related disciplines. Performs as a staff advisor and consultant in a technical specialty, a type of facility or equipment, or a program function. Carries out complex or innovative assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new/improved techniques and procedures or new/refined equipment, materials, processes, products, and/or scientific methods. Represents the organization as the prime technical contact on contracts and projects and interacts with senior external personnel on significant technical matters often requiring coordination between organizations. Work is performed without appreciable direction and considerable latitude is exercised in determining technical objectives of assignment. Guidance relates largely to overall objectives, critical issues, new concepts and policy matters. Completed work is reviewed from a relatively long-term perspective, for desired results. May assign tasks to and direct engineers, technicians, craft personnel and administrative staff, including coordination and review of work assignments. Responsible for (and may lead) multiple projects of moderate to large size or portions of major projects.</p>	NSPM, NSPW, PSCO, SPS

ENGINEER, STAFF	Under general direction, demonstrates complete understanding and wide application of engineering technical principle, theories, and concepts in the field. Independently determines and develops approaches to solutions. Receives technical guidance on unusual or complex problems and work is reviewed upon completion for adequacy in meeting objectives. May lead small-medium non-critical projects or critical projects under direction of higher level engineer or supervisor and may provide work direction to interns, entry-level engineers, technicians, craft personnel, other professionals and/or administrative staff. Represents the organization in providing solutions to difficult technical issues associated with specific projects. Frequent inter-organizational and outside customer/vendor contacts. Demonstrates a broad knowledge and proficiency of precedents in the specialty area and a good knowledge of related specialties and general knowledge of other related disciplines.	NSPM, NSPW, PSCO, SPS
ENGINEER, TRANSMISSION PLANNING III	Provides Engineering technical support based on power system modeling and technical operating studies, and development for joint transmission facilities. Applies intensive and technical knowledge of engineering principles to develop comprehensive technical and reliable electric transmission plans. Will represent company in regional coordinating councils, sub regional transmission organization, joint coordinated transmission planning with other transmission utilities, and regulatory activities at the state and federal levels.	NSPM, NSPW, PSCO, SPS
INTERN, BUSINESS HS STUDENT PROGRAM	The student will be taught how to perform functions in accordance with their abilities. Provides support, document and initiate various forms for business processes, maintain and add contract updates to tracking spreadsheets, and oversee updates to database as required. Oversee data management, training, and filing system both electronically and hard copies.	NSPM, NSPW, PSCO, SPS
INTERN, ENGINEERING	Work with the Engineering staff to support projects. Work as an entry level engineering analyst doing tasks spanning all aspects of power-based operations which may include contract and project management, making process improvement recommendations, supporting requests from operations and maintenance. Through practical field experience and mentoring, successful candidate will gain significant professional confidence and people skills.	NSPM, NSPW, PSCO, SPS
INTERN, ENGINEERING	Develop and maintain tools & processes facilitating effective substation commissioning. Assist Substation Commissioning Engineering department employees. Works under supervision and follows established procedures.	NSPM, NSPW, PSCO, SPS
INTERN, TECHNICAL - NON CO-OP	Assigned to work in the Performance Monitoring Standards Laboratory under the direct supervision of a Technical Specialist. The student will be taught how to perform functions in accordance with their abilities.	NSPM, NSPW, PSCO, SPS
LEAD, NETWORK RELIABILITY	The Network Reliability Lead position manages and is responsible for the real-time operation and reliability of Xcel Energy's transmission system. The Network Reliability Lead supervises the actions of the Transmission System Operator and Balancing Authority Operator working directly on shift. Oversees Transmission Desk and Balancing Authority Desk issues and is responsible to conduct training exercises and determining shift coverage for safe, reliable 24 X 7 operations. The Network Reliability Lead makes final operational decisions in the real-time operation and reliability of Xcel Energy's transmission system. The Network Reliability Lead is responsible for making internal and external communications and coordination during normal and emergency operating conditions. Act as an Incident Leader during emergency conditions and manage MissionMode alerts and situation rooms.	NSPM, NSPW, PSCO, SPS

MANAGER, ASSISTANT CONTROL CENTER	Position exists to ensure regional reliability through management of the Xcel Energy's bulk electric transmission system while ensuring adequacy of energy supply to the Xcel Energy balancing authority areas and reliability region. Ensure transmission services are administered consistent with Xcel Energy's Tariff. Perform operational liaison duties between Xcel Energy transmission system operations, Xcel Energy generation, Xcel Energy distribution, Xcel Energy management, Xcel Energy commercial operations, NERC, FERC, MRO, WECC, SPP, Reliability Coordinators, renewable energy developers, and electric systems within the Eastern Interconnection, the Western Interconnection and the Electric Reliability Council of Texas.	NSPM, NSPW, PSCO, SPS
MANAGER, SR. SUBS COMMISSIONING ENGINEERING	Provides visionary and strategic leadership while directing substation commissioning engineering activities for high voltage Transmission substations. Accountable for innovative and cost-effective commissioning, resident technical matter expertise, and real-time technical support services to construction, maintenance and operations teams for high voltage transmission substations. Manages the development and execution of commissioning plans and develops best-practice commissioning procedures and practices. Anticipates and positions the organization to meet future needs in a changing, competitive environment. Accountable for attainment of corporate and business unit goals and objectives. Committed to employee development.	NSPM, NSPW, PSCO, SPS
MANAGER, REAL TIME PLANNING	Coordinates and directs the Real time Planning engineering functions supporting the real-time dispatch of the electric generation and transmission system across Xcel Energy's operating jurisdictions; NSP, PSCO and SPS. Responsible for coordination with neighboring transmission operating entities, Regional Coordinators Regional Reliability Organizations, Regional Transmission Operators and relevant Xcel Energy departments.	NSPM, NSPW, PSCO, SPS
MANAGER, REGIONAL TRANSMISSION PLANNING	Leads the Regional Transmission Planning group in performing regionally-focused transmission planning analyses, participating in regional transmission planning activities and forums, interacting with and influencing regional transmission planning organizations and stakeholders, and incorporating regionally-focused transmission projects into a comprehensive, risk-assessed and economic transmission plan and capital budget through strong coordination with Transmission Asset Management groups. Coordinates with Regional Transmission Policy group on strategic transmission planning policy development and influence matters. Represents the company in various regional coordinating council, joint planning, and associated regulatory groups and matters.	NSPM, NSPW, PSCO, SPS
MANAGER, SR ENGINEERING	Provides visionary and strategic leadership while directing engineering and design activities for an assigned functional or regional focus for high voltage distribution and transmission substations and transmission lines. Accountable for innovative and cost-effective designs, resident technical matter expertise, and real-time technical support services to construction and operations teams for high voltage distribution and transmission substations and/or transmission lines. Anticipates and positions the organization to meet future needs in a changing, competitive environment. Accountable for attainment of corporate and business unit goals and objectives. Committed to employee development. Accountable for management of outside consultant resources as needed to assure appropriate resourcing and adherence to standards and quality assurance.	NSPM, NSPW, PSCO, SPS

<p>MANAGER, SUBSTATION COMMUNICATION ENGINEERING</p>	<p>Provides visionary and strategic leadership as well as develop and execute corporate and Transmission strategic communication system plans while directing Substation Communication Engineering activities for high voltage distribution and transmission substations. Accountable for innovative designs, resident technical matter expertise and real-time technical support services to communication technician and transmission operation teams for high voltage distribution and transmission substations. Also accountable for the attainment of Xcel Energy NERC compliance goals and objectives related to system protection communications. Develop training programs for a department of engineers. The position will be responsible for the management of the day-to-day operations of the team, including review of engineering solutions, job assignments, and coordinating with other departments.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>MANAGER, TRAN CNT CTR&WIND INT</p>	<p>Manage all aspects of the Transmission system control center function ensuring Xcel Energy transmission system operating reliability and energy supply balance to the Xcel Energy control areas. Has overall responsibility to ensure compliance with Xcel Energy tariffs, state, FERC, NERC, RTO, ISO, regional reliability organization rules, regulations, policies, and criteria. Guide Transmission's effort to reliably integrate high levels of wind generation for SPS and lead SPS as the primary Southwest Power Pool (SPP) representative on wind integration issues in the development of the SPP Market and consolidated Balancing Authority.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>MANAGER, TRANSMISSION BUSINESS RELATIONS</p>	<p>Leads Transmission Account Representatives, associated staff and contractors in full scope of responsibilities associated with business relationship management and extremely complex contract negotiations with internal and external Customers. Provides strategic and tactical project negotiation advice and direction. Conceptualizes and manages continuous improvement within the transmission business relations arena and business implementation opportunities. Cultivates and proactively manages effective working relationships with internal and external customers.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>MANAGER, SR. TRANSMISSION CONTROL CENTER</p>	<p>Manage all aspects of the Transmission system control center function ensuring Xcel Energy transmission system operating reliability and energy supply balance to the Xcel Energy control areas. Has overall responsibility to ensure compliance with Xcel Energy tariffs, state, FERC, NERC, RTO, ISO, regional reliability organization rules, regulations, policies, and criteria.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>MANAGER, TRANSMISSION PLANNING</p>	<p>Applies visionary and strategic leadership in directing the Transmission Asset Management/Planning group in performing transmission planning analyses, participating in various transmission vision, strategy development or project teams and forums, interacting with and influencing locally-focused transmission planning-related organizations, utilities and stakeholders, and developing and implementing a rigorous asset management analysis and prioritization scheme in order to produce and implement a comprehensive, risk-assessed and economic transmission plan and capital budget in compliance with all applicable transmission reliability standards, business unit and corporate objectives. Coordinates with Regional Transmission Planning group to incorporate regionally-focused needs and plans into the overall comprehensive and balanced investment plan. Represents the company in various regional coordinating council, joint planning, and associated regulatory groups and matters.</p>	<p>NSPM, NSPW, PSCO, SPS</p>

<p>OPERATOR, APPRENTICE TRANSMISSION SYSTEM 0953</p> <p>OPERATOR, TRANSMISSION SYSTEM 0953</p>	<p>This position is responsible for the real-time operation of the interconnected Bulk Electric System. Provide direction for the safe, efficient operation of Xcel Energy Electric distribution and Gas Emergency response. Keeps accurate records as required by Xcel and governmental agencies. Ensure regional reliability through compliance with NERC operating criteria. Monitor and exercise independent judgment in the operation of the Xcel Energy electric delivery system within operating guidelines; direct field employees in switching; schedule and assign operating work to field personnel; write, review and approve switching procedures; troubleshoot failures in the electric system, choose appropriate actions and direct restoration by assigning field personnel or take independent action through remote control switching equipment. Interact with control center personnel and provide timely information of conditions of the transmission system. Maintain working relationships with other utilities, generating stations and Security Coordinators.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>OPERATOR, BALANCING AUTHORITY</p>	<p>The Balancing Authority Operator position is responsible for the real-time monitoring and operation of Xcel Energy's Balancing Authority Area/Local Balancing Authority Area. Monitor the Xcel Balancing Authority Area and take independent actions to ensure the security and reliability is consistent with NERC and RRO requirements. Ensure the accuracy of Energy Management System data relating to Balancing Authority Area interchange, load, and generation; and Transmission service schedules; and interconnected tie lines. The Balancing Authority Operator has the independent authority to perform necessary actions to maintain reliability, including emergency generation replacement, unscheduled load relief, firm load shedding, and black-start recovery.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>OPERATOR, BALANCING AUTHORITY TRAINEE</p>	<p>Under direct supervision, assist and support Balancing Authority Area operation between Xcel Energy Transmission System Operations, Xcel Energy Generation, Xcel Energy Distribution, Xcel Energy management, NERC, FERC, Regional Reliability and Transmission Organizations (RROs, RTOs), Reliability Coordinators, Purchasing Selling Entities, and electric transmission systems and other Balancing Authority Areas. Monitor Balancing Authority Area parameters. Ensure regulatory compliance. Monitor the consistent use of the Xcel Energy and other relevant Tariffs for transmission service. Monitor ETAG interface for proper utilization of NERC tags. Support approval of interchange schedules and verification of schedule approvals by other scheduling entities via electronic tagging or other applicable method. Ensure the accuracy of data associated with the Balancing Authority/Control Area operation.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>OPERATOR, CA TRAINEE CERTIFIED</p>	<p>Coordinate Balancing Authority / Control Area operation between Xcel Energy Transmission System Operations, Xcel Energy Generation, Xcel Energy Distribution, Xcel Energy management, NERC, FERC, Regional Reliability and Transmission Organizations (RROs, RTOs), Reliability Coordinators, Purchasing Selling Entities, and electric transmission systems and other Balancing Authority/Control Areas. Monitor Control Area parameters. Ensure regulatory compliance. Monitor the consistent use of the Xcel Energy and other relevant Tariffs for transmission service. Monitor ETAG interface for proper utilization of NERC tags. Approve all interchange schedules and verify all schedule approvals by other scheduling entities via electronic tagging or other applicable method and implement all Interchange schedules. Exercise independent judgment in problem solving and take action to maintain Control Area reliability according to NERC, RRO and when applicable, RTO criteria. Ensure the accuracy of data associated with the Balancing Authority/Control Area operation.</p>	<p>NSPM, NSPW, PSCO, SPS</p>

OPERATOR, SR BALANCING AUTHORITY	<p>The Sr. Balancing Authority Operator position is responsible for the real-time monitoring and operation of Xcel Energy's Balancing Authority Area/Local Balancing Authority Area. Monitor the Xcel Balancing Authority Area and take independent actions to ensure the security and reliability is consistent with NERC and RRO requirements. Ensure the accuracy of Energy Management System data relating to Balancing Authority Area interchange, load, and generation; and Transmission service schedules; and interconnected tie lines. The Sr. Balancing Authority Operator has the independent authority to perform necessary actions to maintain reliability, including emergency generation replacement, unscheduled load relief, firm load shedding, and black-start recovery. The Sr. Balancing Authority Operator is a mentor and trainer for Balancing Authority Operators. The Sr. Balancing Authority Operator is a liaison for Network Reliability Leads and Operations Management to develop new positional requirements and set direction for the Balancing Authority Area.</p>	NSPM, NSPW, PSCO, SPS
OPERATOR, SR TRANSMISSION SYSTEM	<p>The Sr. Transmission System Operator position is responsible for the real-time operation of Xcel Energy's transmission system. The Sr. Transmission System Operator takes independent action to remotely operate and direct field employees in switching of the transmission system equipment for maintenance, and to restore the transmission system to maintain continuity and reliability of service. Continuously monitor and maintain Xcel Energy transmission system, voltages and power flows within specified operating ranges. Monitor and respond to abnormal conditions, alarms, flows, and changes on the transmission system. The Sr. Transmission System Operator has the independent authority to perform necessary actions, including load shedding, to maintain transmission system security. The Sr. Transmission System Operator is a mentor and trainer for Transmission System Operators. The Sr. Transmission System Operator is a liaison for Network Reliability Leads and Operations Management to help develop new positional requirements and set direction for Transmission System Operators.</p>	NSPM, NSPW, PSCO, SPS
OPERATOR, SYSTEM A	<p>Directs the real-time (moment-to-moment) reliability-based operations of the electric transmission system and the electric generation resources of the SPS control area as part of the interconnected electric systems of the Eastern U.S. Responsible for the ongoing safety and protection of equipment, field personnel, and the public and for reliable operation of the electric system and quality of service to customers. Works either transmission system desk or generation resource desk depending on work schedule.</p>	NSPM, NSPW, PSCO, SPS
OPERATOR, SYSTEM B	<p>Directs the real-time (moment-to-moment) reliability-based operations of the company's electric transmission system as part of the interconnected electric systems of the Eastern U.S. Responsible for the ongoing safety and protection of equipment, field personnel, and the public, and for reliable operation of the electric system and quality of service to customers.</p>	NSPM, NSPW, PSCO, SPS
OPERATOR, SYSTEM C	<p>The job uses basic knowledge of the operation of generation equipment and/or system operating procedures for the electric transmission system. Telephone and radio are used to communicate orders to plant and field personnel and coordinate operations with neighboring utilities and the power pool. Computer terminals are used to monitor and control the electric system. Standard office equipment is used. The job involves preparing written records and making ordinary arithmetical computations. With training and demonstrated capability, System Operator C can progress to System Operator B and then may progress to System Operator A.</p>	NSPM, NSPW, PSCO, SPS

OPERATOR, TRANSMISSION SYSTEM	The Transmission System Operator position is responsible for the real-time operation of Xcel Energy's transmission system. The Transmission System Operator takes independent action to remotely operate and direct field employees in switching of the transmission system equipment for maintenance, and to restore the transmission system to maintain continuity and reliability of service. Continuously monitor and maintain Xcel Energy transmission system, voltages and power flows within specified operating ranges. Monitor and respond to abnormal conditions, alarms, flows, and changes on the transmission system. The Transmission System Operator has the independent authority to perform necessary actions, including load shedding, to maintain transmission system security.	NSPM, NSPW, PSCO, SPS
OPERATOR, TRANSMISSION SYSTEM TRAINEE	Under direct supervision, assist and support regional reliability through compliance with NERC operating criteria. Support the operation of the Xcel Energy electric transmission system within operating guidelines; direct field employees in switching; schedule and assign operating work to field personnel; write, review and approve switching procedures; troubleshoot failures in the electric system, choose appropriate actions and direct restoration by assigning field personnel. Support operation of the transmission system equipment to restore the transmission system as needed to maintain continuity and reliability of service to Xcel Energy customers. Interact with control center personnel and provide timely information of conditions of the transmission system. Maintain working relationships with other utilities, generating stations and Reliability Coordinators.	NSPM, NSPW, PSCO, SPS
REPRESENTATIVE, ASSOCIATE TRANSMISSION ACCOUNT	Negotiate and administer transmission related agreements for Xcel Energy Transmission's present and prospective investor owned utilities, municipalities, rural electric associations and other non-retail customers. Negotiate and administer contracts with Power Producers who interconnect to the Xcel Energy system and deliver their product through the Xcel Energy transmission system. Develop customer driven solutions for, and resolve disputes with, aforementioned customers. This is a technical position that must interface with Transmission Operations, control areas, reserve groups, RTO's, FERC and neighboring transmission systems.	NSPM, NSPW, PSCO, SPS
REPRESENTATIVE, LEAD TRANSMISSION ACCOUNT	Lead the development of a high profile team amongst Minnesota CapX utilities for the standardization of contractual agreements which cover agreements including but not limited to transmission interconnection, load interconnection, cost sharing, revenue distribution. Engage in the specific execution of standard agreements for purposes of conducting business between the CapX utilities and Xcel Energy for infrastructure estimated at over \$1 billion over the near future. Oversee and administer contracts with Power Producers who interconnect with Xcel Energy system and deliver their product through the Xcel Energy transmission system. Develop customer driven solutions for, and resolve disputes with, aforementioned customers. Interface on both legal and technical matters with legal, Transmission Operations and planning, control areas, reserve groups, and neighboring transmission systems. This position must manage a contract process through high-level relationships with industry customers while having extensive knowledge of the transmission Business Unit competitors.	NSPM, NSPW, PSCO, SPS

<p>REPRESENTATIVE, PRINCIPAL TRANSMISSION ACCOUNT</p>	<p>Develop, retain, and administer transmission related agreements for Xcel Energy Transmission's present and prospective investor owned utilities, municipalities, rural electric associations and other non-retail customers. Oversee and administer both load and generation related interconnect contracts with other transmission owners, municipals and independent power producers who interconnect to the Xcel Energy system and deliver their product through the Xcel Energy transmission system. Develop customer driven solutions for, and resolve disputes with, aforementioned customers. This is a technical position that must interface with Transmission Operations, control areas, reserve groups, RTO's, FERC and neighboring transmission systems. This is also a consultative position that must develop high-level relationships with industry customers while having extensive knowledge of Delivery Business Unit competitors. Provide leadership and positive mentoring to other members within the team.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>REPRESENTATIVE, TRANSMISSION ACCOUNT</p>	<p>Develop, retain, and administer transmission related agreements for Xcel Energy Transmission's present and prospective investor owned utilities, municipalities, rural electric associations and other non-retail customers. Oversee and administer contracts with Power Producers who interconnect to the Xcel Energy system and deliver their product through the Xcel Energy transmission system. Develop customer driven solutions for, and resolve disputes with, aforementioned customers. Interface with Transmission Operations, control areas, reserve groups, RTO's, FERC and neighboring transmission systems. Develop high-level relationships with industry customers while having extensive knowledge of Xcel Energy competitors.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>SUPERVISOR, ENGINEERING</p>	<p>Support the vision and strategic plan of the department by supervising and directing a team of engineers, and/or designers or other personnel who support the department's objectives. Individual in this position may also direct and provide guidance to personnel who are not under his/her direct supervision. The position will be responsible for the management of the day-to-day operations of the team, including review of engineering designs/solutions, making job assignments, coordinating with other departments, and employee development. It is anticipated that the person filling the position will spend approximately 25% of his/her time performing the duties of a Senior or Principal Engineer within the department.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>SUPERVISOR, SYSTEM PROTECTION ENGINEERING</p>	<p>Accountable for attainment of operating company NERC compliance goals and objectives related to system protection. Assists in the development and execution of the strategic plan while directing system protection engineering activities for high voltage distribution and transmission substations. Accountable for innovative designs, resident technical matter expertise, and real-time technical support services to system protection technicians and operations teams for high voltage distribution and transmission substations. Accountable for the development and training of department engineers. The position will be responsible for the management of the day-to-day operations of the team, including review of engineering solutions, job assignments, and coordinating with other departments. It is anticipated that the person filling the position will spend approximately 25% of his/her time performing the duties of a Principal Engineer within the department.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>SUPERVISOR, TRANSMISSION BUSINESS RELATIONS</p>	<p>Responsible for supervising a team of Transmission Business Analysts to meet customer needs and Company goals in the areas of FERC orders, Transmission interconnections, PSC/PUC requirements and Transmission business interests in general for all Xcel Energy jurisdictions. Maintain a strong understanding of all FERC orders/rulings, PSC/PUC requirements and RTO policies and procedures that affect interconnection and transmission activities in order to advise key Transmission personnel. Provide and support development of strategies with Account Representatives to meet Transmission goals and Federal requirements. Provide supervision to employees working on all FERC filings related to the Transmission business to assure that they comply with all FERC filing requirements. Maintain a strong knowledge and expertise relating to ProjectWise, FERC EQR, FERC e-Tariff and the Xcel Energy transmission Interconnection process.</p>	<p>NSPM, NSPW, PSCO, SPS</p>

TECHNICIAN III, TRANSMISSION PLANNING	Provides technical and analytical support to Transmission Planning Engineers in preparation of power system analysis studies, reports, and capital budgets. Produce studies and update computer models for use by other staff. Perform general administrative work in support of department technical analysis function.	NSPM, NSPW, PSCO, SPS
TECHNICIAN, PROTECTION RELAY	Entry level position for maintenance of protective relays and systems, controls for substation equipment and support capital projects.	NSPM, NSPW, PSCO, SPS