



**Prequalified Ready Employees for Power**  
Preparing Tomorrow's Energy Professionals

Prequalified Ready Employees for Power Intl  
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**PReP Intl – Position Profile - Principal Engineer - Energy Distribution – MI locations \$80 – 120 K ++**

Applies advanced and diversified knowledge of engineering and project management in safe design or projects. Make decisions independently on engineering problems and methods. Represents the Team in resolving important engineering-related questions. Manages electric distribution and/or generation-related projects of varying scope for a major Investor Owned Utility in locations across Michigan.

Success at this level requires a combination of several years of progressive levels of engineering responsibility and breadth. Incumbents are recognized for their expertise in a given specialty area or engineering discipline. May consult with management concerning extremely unusual problems or developments, but typically operates with substantial latitude for unreviewed actions and decisions.

Requires EE degree, PE Preferred. Physically able to work in substations, customer facilities, industrial and power plant environments, climb stairs, work in hot confined environments and pass security & drug screening. Makes sound engineering decisions under limited time constraints supporting real time ops.

Must be able report to varying locations within the service area on an as needed basis. This is an Individual Contributor role, although incumbents may advise, guide and mentor less experienced engineering and technical personnel, coordinate the activities of small groups or project teams, and provide oversight in day-to-day project team activities and input in the performance management process.

**Accountabilities –**

- ⊖ Applies an advanced knowledge of electrical distribution and/or generation in the interpretation of blueprints, drawings, schematics and other design documents, in managing various projects and engineering-related processes & initiatives.
- ⊖ Conducts advanced studies and analyses in the resolution of complex engineering-related issues; may establish engineering standards and practices.
- ⊖ Reviews electric system design and field changes.
- ⊖ Establishes and reviews test procedures; uses engineering expertise to determine when new or alternative technology, processes, and materials may be advantageous, and promotes their adoption and application.
- ⊖ May provide expert testimony pertaining to the incumbent's area of expertise in legal and/or administrative proceedings.
- ⊖ Reviews project schedules and documentation, tracks progress, monitors activities and expenses to ensure that assigned projects are completed timely and within budget. Solves technical and nontechnical problems throughout the life of a project; attempts to resolve problems during the design and planning phases whenever possible.
- ⊖ May oversee/coordinate work performed by outside contractors.
- ⊖ May lead process improvement teams.
- ⊖ May instruct guide and review the plans and activities of less experienced engineers and ancillary personnel, assessing tasks and overseeing project designs, costs and specifications; providing input to management with regard to engineering practice and principles.



**MINIMUM:** Bachelor's degree in Electrical Engineering + 7-plus years of experience in the given engineering discipline, including substantive work leading or managing engineering-related projects.

**PREFERRED:** Post-graduate degree in engineering or a business-related discipline; 10-plus years of engineering experience, including leading work and project responsibilities. Registration as a Professional Engineer.

- θ Proficient verbal, written and presentation skills; communicates clearly, with credibility and confidence.
- θ Analytical & problem-solving skills consistent with the ability to identify key issues from a broad range of alternatives, and recommend optimal solutions for various situations.
- θ Ability to develop / coordinate cross-functional work groups and projects, yielding optimal outcomes while preserving a safe, responsible work environment.
- θ Ability to conduct efficacious meetings & manage the meeting process with optimal results.
- θ Flexibility & the ability to work with shifting priorities; embrace new/evolving responsibilities.
- θ Copes with multiple demands from superiors, project team members, peers and less experienced engineering and technical personnel in a positive and even-handed fashion; displays a calm demeanor under pressure.
- θ Initiates new ideas and approaches; challenges prevailing practices & approaches with reasonably sound alternatives.
- θ Well-developed organization, planning and continuous improvement skills, typically acquired through several years of engineering and project leadership experience in affecting tangible, positive outcomes.
- θ Promotes an atmosphere conducive to the open exchange of new ideas, and alternatives to historical or orthodox approaches.
- θ Motivates through leading by example, coaching/mentoring and providing ongoing constructive feedback to less experienced staff.
- θ Deals effectively with resistance; takes positive steps to avoid the recurrence of errors through constructive critique.

Note – there are also Engineer Associate, and Sr. Engineering level career roles with this major Investor Owned Utility. This employer is currently in the midst of several electrical engineering projects.

Technical Skills, Team work, communications and project management experience are paramount.

About PReP Intl – Since 2009 PReP Intl has helped utility clients fill mission critical real time roles and veterans, grads and pros launch and grow system operations, engineering and infrastructure careers across NA. PReP Intl and its clients do not discriminate on the basis of sex, race, color, gender, religion, age, veteran status, disability or sexual preference. All referral decisions are based on bona fide occupational qualifications. Veterans and Women are encouraged to apply.

Register and complete a Career Interest Questionnaire (CIQ) at [www.prepintl.com](http://www.prepintl.com)