

Mission

We deliver affordable power and water to our customer-owners in a safe, environmentally sustainable and reliable manner while successfully navigating complex change in our industry. We accomplish this by empowering our teams to provide quality service to our community, prudently managing costs while investing for the future, and striving to improve every day.

We take seriously our role in supporting the vitality of the communities we serve, today and tomorrow. Our strategic priorities are:

- ▶ Bolster operational reliability and resiliency
- ▶ Enhance and evolve customer experiences
- ▶ Actively help our communities thrive
- ▶ Build a sustainable future with our communities
- ▶ Create the culture and capabilities needed for the future

Leadership Commitment

All employees will model behaviors that create a culture of mutual trust and respect. As leaders, we will hold ourselves accountable for our teams' successes and failures through positive engagement, collaboration and recognition. Leaders make a difference in helping others to be successful and realize their highest potential.

Our Values

We hold ourselves and every member of Team PUD to high standards.

- ▶ Every day we **SAFEGUARD** what matters, putting employee and community safety first.
- ▶ We have **INTEGRITY**. We are a **TEAM**.
- ▶ We **SERVE** with pride and **RISE** to challenges.
- ▶ We choose to **INCLUDE** all, **SEEK** growth, and be **BOLD**.



Energizing Life in Our Communities
www.snopud.com

Snohomish County PUD Quick Facts

Commissioners



Tanya "Toni" Olson

Rebecca Wolfe

Sidney "Sid" Logan

Organization

- 2024 Electric System Operating Budget: \$788.9 million
- 2024 Generation System Operating Budget: \$26.6 million
- 2024 Water System Operating Budget: \$18.6 million
- The second largest public electric utility in the Pacific Northwest and the 12th largest in the U.S.
- A municipal corporation of the state of Washington, formed by the voters of Snohomish County in 1936
- Directed by three elected commissioners: Sidney (Sid) Logan of Arlington (District 1), Rebecca Wolfe of Edmonds (District 2); and Toni Olson of Everett (District 3).
- 2023 Average Number of Employees: 1,079

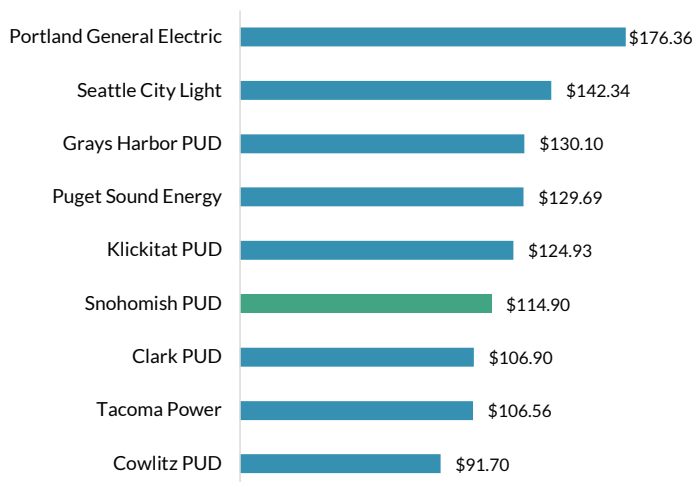
Electric System

- Serves a population of about 875,000
- Covers 2,200 square miles in Snohomish County and on Camano Island

Water System

- Serves over 23,000 residential metered customers
- Covers about 196 sq. mi. in Lake Stevens, Granite Falls and several rural communities in the County

Residential Rate Comparison

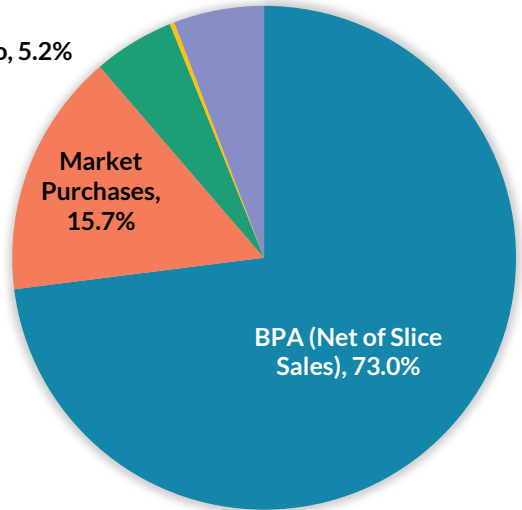


Based on 1000 kilowatt-hours (as of April 2024; includes customer charges where applicable)

2023 Retail Power Sources

Other Renewables, 0.3% Wind, 5.8%

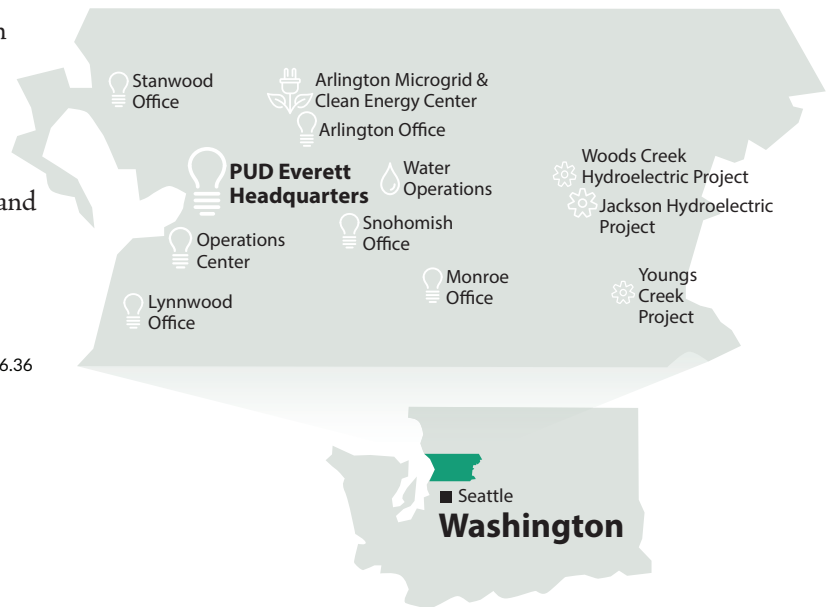
PUD Hydro, 5.2%
Including
Packwood



PUD Hydroelectric Projects

- Jackson Hydroelectric Project
- Woods Creek Hydroelectric Project
- Youngs Creek Hydroelectric Project
- Calligan Creek Hydroelectric Project (near North Bend)
- Hancock Creek Hydroelectric Project (near Snoqualmie)

PUD Office/Facility Locations



For more detailed information, please visit our website:

- Financial information: www.snopud.com/investors
- Quick Facts: www.snopud.com/quickfacts
- Our values: www.snopud.com (About)
- Executive Leadership Team: www.snopud.com (About)

Director, Human Resources

Salary range: \$256,715 - \$320,918

Reports to CEO/General Manager

Snohomish County Public Utility District (PUD) seeks an experienced professional to partner with the CEO/General Manager and the Executive Leadership Team as Director, Human Resources.

This position guides creation, deployment, and measurement of the PUD's people and culture vision, both directly through the oversight of people and talent operations and functions, and indirectly through collaboration with PUD leaders, cross-functional teams, and employees engaged to co-create all elements of the employee and leader experience. This includes:

- The Director, Human Resources is accountable for the people strategic plan aligned with PUD strategy, ensuring people-focused and human-centric programs, processes and services ("people operations"), and ensuring the strategy achieves measurable business, end-customer and employee value.
- The Director, Human Resources serves as a strategic advisor and partner of the CEO/GM and Executive Leadership Team (ELT) members, and collaborates internally and externally to address community and industry talent and demographic challenges and opportunities impacting PUD short and long-term planning through strategic partnerships and service.
- The Director, Human Resources ensures a learning mindset and culture of continuous improvement in both people strategy and across PUD operations, driving to operational excellence and an exceptional employee experience, where all can feel welcomed and valued, and that they belong at the PUD throughout their career journey.

Our PUD values are at the center of our culture. Putting the safety, health, and well-being of our communities and those we work with is valued above all else, and everyone on Team PUD must meet this commitment daily. Nothing we do in achieving our mission is worth a single injury, and all who interact with us must feel they are valued and welcomed as individuals.

Everyone on Team PUD, in all positions, is accountable for achieving this safe and welcoming culture by:

- Taking full ownership for the safety of themselves and their coworkers, while ensuring everyone feels valued and welcomed.
- Taking action to identify and eliminate their own and others' at-risk behaviors, including the behaviors that may undermine another's feelings of being welcomed and valued.
- Following all safety rules and regulations and ensuring the PUD's expectations for conduct and respect are maintained.
- Openly sharing near-misses, safety learning opportunities, and ways we can learn to be a more welcoming place while encouraging others to do the same.
- Utilizing stop work authority to intervene with anyone, anytime, in any place.
- Intervening or seeking guidance to stop actions that are harmful to the wellbeing, health, or sense of belonging of others, and which are detrimental to our PUD values.



ACCOUNTABILITIES:

- Ensure alignment of people programs, processes and systems with PUD strategy by overseeing the development and deployment of the people and culture strategy, leading organizational development and cultural change initiatives, and by collaborating with other business units on strategies and initiatives that optimize the PUD's organi-

zational health, agility and continuous improvement, and a learning mindset.

- Ensure excellence in people operations service delivery to maximize the employee experience (EX) by overseeing the design, development and administration of the departmental people services delivery model and EX dashboard analytics; by ensuring the department lives the culture of continuous improvement, learning, and cross-training in all people functions operations; by ensuring vendors utilized in people programs and service delivery align with EX measures expected; and by leveraging technology, analytics and other best practices to ensure people operations productivity and efficiency.
- Accountable for ensuring PUD culture is welcoming, inclusive and where all employees are treated with dignity and are valued by sponsoring/championing the PUD-wide development, implementation, administration, measurement, and communication of diversity, equity and inclusion is embedded within all people strategy, programs, processes, systems and service delivery within Human Resources and other PUD departments; by partnering with the CEO, ELT, and other leader and employee groups to identify and address cultural strengths, growth opportunities, and action planning through facilitating or overseeing multiple listening processes including employee surveying; by developing external partnerships that promote equity in our community, regionally, nationally, and within industry groups; by ensuring regular analytics and audits of people and culture programs and processes to further the goals; by aligning people operations programs and processes consistent with applicable state and federal laws, regulations, and guidelines; and by ensuring the PUD demonstrates good-faith efforts and innovation to achieve Affirmative Action and Equal Employment Opportunity expectations.
- Ensure the PUD has the talent essential to achieve strategy and end-customer value by overseeing the development and implementation of the ten-year talent strategy; by ensuring the alignment of sourcing/talent pipeline, recruiting and selection programs with PUD culture, competencies and values; by oversight of internal career pathing, mentoring, employee and leadership development, education/tuition, and succession-planning programs; by leveraging data and people analytics to assess attrition and other driv-

ers impacting talent acquisition success; and by developing strategic partnerships with community, regional, national and industry workforce readiness leaders.

- Oversee the creation and implementation of the PUD's Employment Value Proposition (EVP) to maximize employee value, business value, and end-customer value received in exchange for the total investment in people programs, processes, systems and services by engaging with cross-departmental teams to identify the human-centric drivers of both attraction and retention to the PUD; by engaging with a diverse set of individuals representing current and future workforce diversity personas; by cascading the EVP working model into the total rewards philosophy, negotiations strategy, talent strategy, and other EVP-driven people programs and systems; and by ensuring the EVP is maintained and refreshed in an agile, continuous approach aligned with internal and external values driving maximum employee engagement.
- Foster a growth-oriented learning organization in partnership with all PUD leaders by sponsoring and championing continuous improvement initiatives and programs; by creating a culture of trust in which failing forward is the norm; by identifying and overseeing opportunities to better align our organization with our strategic anchors through improving service delivery, reducing costs and waste, increasing quality and productivity; and by driving innovation and creativity into workgroups that allows the PUD to pivot quickly and to solve challenges and opportunities.
- Ensure a community and customer-focused culture aligned with strategic anchors and values by developing strategic working relationships with local, regional and industry partners through engagement on committees, workshops and presentations; by participating in programs and with organizations that support improving the quality of life for our community and customers; by maintaining awareness of challenges and opportunities in the community; and by demonstrating community and customer commitment through service and servant leadership.
- Manage and evaluate the performance of assigned staff including providing coaching, positive recognition and discipline when appropriate. Provides opportunity for employee development and training as appropriate. Ensures



staff understands and complies with PUD Directives, safety rules and other related policies and procedures. Establishes performance expectations, work priorities, staff assignments and administrative procedures. Cooperates with other PUD departments to ensure coordinated work efforts. Evaluates staffing needs of the department and makes recommendations to the General Manager for increases and/or decreases in staffing levels. Conducts interviews and makes staff selections to meet the PUD's strategic plans and critical goals.

The Organization

Snohomish County PUD, headquartered in Everett, Washington, is governed by a three-member Board of Commissioners. A commissioner is elected every two years in a general election to serve a six-year term. The commissioners establish PUD policies, set rates, adopt system plans for electric and water utilities, approve the revenue obligations, and hire the general manager.

John Haarlow serves as CEO/General Manager of this dynamic organization. Having joined the utility in 2017, Mr. Haarlow works with the Board and employees to focus on strategic priorities for the utility's commitment to the communities it serves.

Snohomish County is the fastest-growing county in Washington state. Consequently, the PUD's customer base, as well as its energy load requirements, is increasing rapidly.



Everett, Washington

The City of Everett is located approximately 25 miles north of Seattle, Washington, on Port Gardner Bay. Everett is the county seat and largest city in Snohomish County with a population exceeding 110,000. Everett is home to the largest building in the world as Boeing is the largest employer in the city.

Snohomish County offers a variety of growing urban settings rich in diversity and cultural amenities as well as tranquil rural settings perfect for outdoor and recreational pursuits. And for the water-lover, there is the beautiful Puget Sound, hundreds of lakes and dozens of rivers for boating, fishing and enjoying.

Compensation & Benefits

Total compensation and relocation packages are competitive and will be dependent upon qualifications and experience. In addition to a competitive compensation program, Snohomish County PUD also offers a comprehensive benefits package. More information about our benefits can be found at www.snopud.com/benefitoverview.

To Apply:

Please submit your resume and cover letter

by **May 31, 2024**, to:

Joyce Gallo

Mycoff Fry Partners LLC

PO Box 1310, Conifer CO 80443

(800) 525-9082

jgallo@mfpllc.us

All inquires and/or referrals will be held in the strictest of confidence. To learn more about Snohomish County PUD No. 1, please visit www.snopud.com. Snohomish County PUD No. 1 is an Equal Opportunity Employer.

