General Counsel/Chief Legal Officer

The Public Utility District No. 2 of Grant County, Washington (Grant PUD) was established by residents in 1938 with a current mission to provide safe, efficient, and reliable electric power and fiber-optic broadband services to customers. Grant PUD is comprised of two operating systems: the Electric System (which includes fiber services) and the Priest Rapids Project (PRP) comprised of the Priest Rapids Hydroelectric Plant and the Wanapum Hydroelectric Plant. Built more than a half a century ago, and licensed to operate until 2052, Priest Rapids and Wanapum dams are the economic engines that power Grant PUD's ability to provide low-cost, reliable electricity to customers. The PUD is currently investing millions of dollars to rehabilitate these turbines and generators to ensure they continue to be a source of clean, renewable energy for decades to come. With these two hydro-power projects, along with other resources, Grant PUD has the capacity to generate more than 2,100 MW of carbon-free electricity. Grant County enjoys some of the lowest power prices in the nation at 6.20 cents per kWh.



In 2025, Grant PUD broke ground on construction for a new Ephrata Service Center and in 2024, they celebrated completion of a two-decades long effort to build a countywide wholesale fiber-optic network. Currently, Grant PUD maintains approximately 4,000 miles of overhead and underground distributions lines, 487 miles of transmission lines, and 3,938 miles of fiber optic cable. They serve approximately 56,753 electric meters and generate $290 million in retail electric revenues, approximately $285 million in wholesale power sales, and over $16.8 million in wholesale fiber sales.

Grant PUD is governed by an elected five-member Board of Commissioners. The Commissioners' responsibilities are to appoint the General Manager/Chief Executive Officer (CEO), approve budgets, adopt regulations, and set guiding policies.

The General Counsel/Chief Legal Officer serves as a senior legal advisor and partner to Grant PUD, working under the direction of the CEO. He or she provides professional, accurate, objective, and timely legal advice on local, state, and federal law, regulation, and litigation consistent with the professional obligations of public attorneys. The General Counsel/Chief Legal Officer will manage all in-house legal staff; will coordinate the efficient and effective use of outside counsel; and will support complex business transactions; assist with the review, preparation and negotiation of contracts and other legal documents; help manage legal risk; and represents Grant PUD on legal matters.

Duties and Responsibilities:

- Provide senior-level legal counsel and representation to Grant PUD including the CEO, executive leadership, staff, and Board of Commissioners.
- Lead and support assigned complex legal, regulatory, transactional, governance, compliance and litigation matters, coordinating with outside counsel and subject matter specialists as needed, including developing legal strategy, reviewing legal work and product, and advising on risk mitigation options.
- Manage matters and legal operations (intake, files, documentation, budgets, and outside counsel) and support process improvements.
- Serve on teams as assigned to support policy, strategy, training, and efficient processes.
- Stay current on relevant laws and regulations; advise staff and Commissioners on changes and compliance obligations.
- Draft, negotiate, and review Grant PUD contracts, documents, and resolutions; support proper execution.
- Attend Board meetings and represent Grant PUD at meetings, conferences, and events as assigned.
- Assist with and, as delegated, directs and administers legal services for the Board of Commissioners, CEO, and PUD staff, including prioritizing legal work, coordinating legal resources, supervising outside counsel, and supporting timely, cost-effective legal advice.
- Demonstrated commitment to Grant PUD's mission, vision, values, strategic plan, and Grant PUD / IBEW Local 77 Code of Excellence. The incumbent should be familiar with these organizational priorities and behave in a way that aligns with these expectations.
- Understand and adhere to compliance requirements for this position that may include laws, regulations, security guidelines, Grant PUD Policies & Procedures.
- Actively participate in all aspects of our safety program, including but not limited to:
    - Following all safety policies and procedures.
    - Alerting supervisors and coworkers to unsafe or hazardous working conditions.
    - Reporting any safety incidents or close calls within 24 hours to your supervisor.
    - Accepting feedback from supervisors and coworkers regarding your own safety performance.







The Successful Candidate

Fully qualified individuals must demonstrate an ability to develop extensive knowledge of Grant PUD's operations, long-term power contracts, business processes, enterprise-wide business systems, business intelligence concepts and technologies, strategic planning procedures, accounting principles, and analytic techniques to plan, analyze and accomplish goals. He or she must also be able to manage a wide diversity of complex work situations and understand the legal and business-wide implications of decisions and recommendations. An ability to motivate and develop staff, and foster a positive work environment, is essential.

Required Qualifications:

- Juris Doctorate (JD) from an accredited school of law.
- At least five years of progressively responsible experience providing legal counsel, opinions, and advice in a highly regulated environment, such as utilities, or comparable industries including telecommunications, financial services, transportation, airlines, healthcare, public sector organizations, or similar industries.
- Active license to practice law in a good standing in a U.S. jurisdiction and active membership in the Washington State Bar Association, or eligibility and ability to obtain WSBA admission within one (1) year of hire.

Preferred Qualifications:

- Expertise in one or more of the following areas: contracts, real estate, construction, human resources, environmental law, liability claims, and/or litigation.
- More than seven years of progressively responsible experience providing legal counsel, opinions, and advice in a highly regulated environment.
- Legal experience in the electric utility industry.
- Legal experience with a publicly owned utility.

About Grant PUD

Grant PUD is on a path toward a more diversified energy portfolio, compliance with the state's clean-energy requirements, and a continued, sustainable future of reliable service at some of the lowest rates in the country. While the Columbia River dams, Priest Rapids and Wanapum, will always be a big part of Grant PUD's identity, they are no longer enough to completely supply the growing county. To ensure adequate power for growth, while meeting the state's requirements to eliminate all carbon-producing electricity by 2045, Grant PUD signed contracts for 380 MW of solar energy, is collaborating with the Pacific Northwest National Laboratories to evaluate installing battery storage at Priest Rapids and Wanapum dams, signed an agreement to receive a block/slice power supply arrangement from the Bonneville Power Administration starting in 2028, and is evaluating other generation resources including geothermal, cutting-edge, small, scalable nuclear power, and hydrogen. By late 2027, Grant PUD anticipates full participation in the Western Resource Adequacy Program (WRAP) – an energy-resource-sharing initiative among the region's utilities – and in the Southwest Power Pool's Markets+ energy market.

In 2025, the Customer Strategist team advanced the organization's customer-focused culture by embedding customer experience principles in widespread training and by integrating customer experience into new hire orientation, leadership development programs, and company-wide events.

The team also led efforts to improve key customer journeys through streamlined new service applications for electricity and revised service level agreements with Fiber retailers. These changes reduced customer wait times, enhanced communication, and reworked internal processes to better support customers. These efforts underscore a sustained commitment to listening, learning, and innovating - ensuring every interaction strengthens trust and delivers greater value to customers.

Grant PUD maintains strong credit ratings of "AA" with Fitch Ratings, "AA+" with Standard & Poor's Rating Services, and "Aa2" with Moody's Investor Service. More information can be found at **https://www.grantpud.org/.**



Ephrata, Washington

Located in the center of Washington State, rural Grant County is home to 140 lakes, thirteen cities and towns, and over 105,000 residents. With one of the lowest electric rates in the world and the fastest internet speeds in the nation; Microsoft, Yahoo, Dell, and four other companies have high tech data centers in Grant County.

Grant PUD is headquartered in Ephrata, Washington, the county seat of Grant County with a population over 8,500 residents. The cost-of-living is estimated at 88.2% of the national average with a typical home cost estimated at $280,000.

Grant PUD's federal license to operate the Priest Rapids Project provides the opportunity to own and maintain 19 recreation sites on or near the Columbia River offering amenities that include water recreation, camping, hiking, fishing, hunting, and wildlife watching. More information can be found at: https://www.grantpud.org/recreation



Compensation, Benefits, and Relocation

The full salary range for the General Counsel/Chief Legal Officer is $244,288 to $444,408 and is based on tenure and exceptional performance. The ideal hiring range is $244,228 to $394,363, depending on qualifications. Grant PUD anticipates an inflationary increase to the range in January 2027.

Grant PUD's employees participate in the statewide retirement system administered by the Washington State Department of Retirement Systems. In addition, Grant PUD offers its employees a 457b deferred compensation plan and a 401(a) plan with a 3% employer contribution for eligible employees. More information on benefits can be found at Grant PUD — Unified Insurance Program. Grant PUD will negotiate a relocation package with the successful candidate.

To Apply:

Interested candidates should submit a cover letter and resume to: SProuse@mfpllc.us. The position will remain open until filled. Grant PUD anticipates completing interviews and finalizing a selection in December 2026.

Sydney Prouse

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