

ATC Management Inc.
Transmission Function Employee
Job Description Summaries

ASSET DATA SPECIALIST

The Asset Data Specialist is primarily responsible for updating and maintaining equipment and facility ratings data for substation and transmission line assets in support of ATC's planning, operations, asset management, asset maintenance, and compliance practices.

ASSET MANAGEMENT APPLICATIONS SPECIALIST

The Asset Management Applications Specialist is responsible for coordinating, analyzing, evaluating, and supporting asset data applications. Each Specialist may be responsible for administration, operation, data awareness and task proficiency using one or more software applications in support of Asset Data and Records Management.

ASSET MANAGER

The Asset Manager is responsible for developing and implementing ATC's Asset Management methodology that will manage the life cycle of ATC's transmission assets. This includes the development and implementation of maintenance protocols and asset renewal programs. The Asset Manager will have a long-range view of ATC's assets and is responsible for long range asset management planning and the strategic approach to aging infrastructure and asset renewal programs.

COMMISSIONING ENGINEER

The Commissioning Engineer is the bridge from Construction to Operations of American Transmission Company's (ATC) transmission lines and substation equipment. The Commissioning Engineer has initial responsibility for assuring that all new or upgraded equipment has been properly installed, tested, documented and is ultimately responsible for supervising the initial energization of equipment. The ATC service territory includes the eastern half of Wisconsin as well as most of the Upper Peninsula of Michigan.

CONTROL ENGINEER

The Control Engineer performs project work associated with the installation of metering, control, and data acquisition equipment for the electric transmission lines and substations, in multiple locations. Major work tasks include, but are not limited to, designing control and automation schemes for ATC substations to ensure safe, reliable, and economic system operation.

CONTROL SPECIALIST

The Control Specialist assists the Control Engineers with project work associated with the installation of metering, control, and data acquisition equipment for the electric transmission lines and substations, in multiple locations. Major work tasks include but are not limited to configuration of control and automation equipment used in ATC substations to ensure safe and reliable system operation.

CYBER SECURITY ANALYST

The Cyber Security Analyst is accountable for collaboratively driving cyber security activity across all of ATC. This role is responsible for driving security and technology controls with ATC stakeholders responsible for evaluating and implementing Technology systems and process. The Cyber Security Analyst works closely with Cyber Security Leadership across ATC to build and maintain cyber security program and processes to help mitigate overall risks to ATC. This role works closely with technology subject matter experts across ATC: Information Technology), Energy Management Systems (EMS), Metering & Control (M&C), System Protection (SP), Asset Maintenance & Inspection (M&I), Corporate Security (CS), and Facilities Systems (FS).

CYBER SECURITY ENGINEER

The Cyber Security Engineer is part of the IT Cyber Security Team and will be responsible for protecting all facets of technology architecture that spans the state of Wisconsin and Upper Michigan. The Cyber Security Engineer is integral member in the mission of protecting a part of the nation's critical infrastructure. The Cyber Security Engineer is responsible for the installation, configuration and maintenance of all cyber security infrastructure. In addition, the Cyber Security Engineer is responsible for using multiple toolsets for monitoring and reporting on the security status of the environment. The Cyber Security Engineer will assist in the development and enforcement of technology policies and procedures across the enterprise. The role will make recommendations on changes to the environment to further "harden" core systems and assist in the design of secure technology solutions.

DIRECTOR ASSET MAINTENANCE AND COMMISSIONING

The Director, Asset Maintenance and Commissioning provides leadership, direction and oversight to transmission line and substation maintenance, vegetation management, commissioning and work management functions. Responsibilities includes execution of all maintenance, inspection and testing activities for ATC's transmission system assets. Develops and executes the Vegetation Management Plan. Supports the Company's capital construction program through the commissioning of new and modified electric facilities on the electric transmission system. Implementation of the maintenance work management processes and schedules that align procedures of diverse equipment types within common equipment zones.

DIRECTOR ASSET PLANNING & ENGINEERING

The Director Asset Planning and Engineering is a member of the Asset Management team overseeing the life cycle of ATC's transmission assets. The Director Asset Planning and Engineering is responsible for the standards, construction practices, maintenance and inspection programs and processes necessary to ensure that ATC transmission assets deliver the required function and level of performance at the lowest total life cycle cost without compromising health, safety, environmental performance or ATC' reputation.

DIRECTOR CUSTOMER RELATIONS & INTERCONNECTION SERVICES

Manages and leads the Customer Relations & Interconnection Services group. Responsible for supervising and overseeing the work of the Customer Relations & Interconnections Services team. The Director will hire, train, coach and review the performance of staff.

The Director supervises the Regional Managers of Customer Relations and Manager of Interconnections Services as it relates to administrations of agreements with interconnected customers, account management for all interconnected customers (Distribution-Transmission, Generation-Transmission, Transmission-Transmission), NERC reliability standards compliance pertinent to interconnections and overall accountability for processes involving aspects of interconnections to ATC's transmission system.

This individual will champion an internal customer service environment, while facilitating the timely resolution of customer requests, issues, and concerns. This individual will be responsible for establishing, developing, and maintaining long-term business relationships, while becoming a recognized, valued partner by providing a level and quality of service that exceed expectations.

The Director will play a key role in expediting internal cross functional implementations of customer service initiatives. This individual will lead as necessary, with implementing customer surveys, business practices, and the compiling of data, in order to establish benchmarks and trends, which will provide insight and direction towards process improvement and customer satisfaction.

The Director will also be responsible for engaging dialogue and developing relationships with all levels of ATC's customers' organizations. The Director of Customer Relations & Interconnection Services will act as a liaison to ensure a timely response and resolution to all technical and business-related issues.

ENGINEER MAINTENANCE SUBSTATION

Responsible for maintaining substation equipment and FACTS/HVDC devices by utilizing ATC standard design, materials, equipment specifications, construction standards and engineering practices. Responsible for the development and management of maintenance work plans with local distribution companies and contractors and for oversight of the budgets for those work plans. Participates on capital project teams for substation projects and FACTS/HVDC devices by supporting design review and commissioning efforts. Supports System Operations with substation-related and FACTS/HVDC device outages. Participates with asset managers in the development of life cycle management plans for substations, substation equipment, and FACTS/HVDC devices. Scope of responsibilities for substation equipment and FACTS/HVDC devices will vary depending on geographic location and installed asset base of each type.

ENGINEER MAINTENANCE TRANSMISSION LINE

Responsible for independently providing technical support, direction and advice in analyzing, evaluating, managing data for and maintaining field systems, equipment and programs; independently identifies and resolves moderately complex problems working cross functionally within the organization and with external stakeholders; develops and recommends procedures and methods, and prepares technical reports and documentation; performs technical evaluations of events to determine root cause, recommends corrective action, and provides installation proposals. Provides technical expertise and guidance to others in the identification and resolution of moderately complex problems and may serve as a project leader for a technical program. Develops annual work plans and associated budgets for assigned areas; manages the monthly cash flow and forecasts for those budgets including adding or removing planned work as overall corporate budgets require. Manages multiple contractors performing field services. Participates on capital project teams for transmission line projects. Supports system operations with line-related outages and patrols. Participates with asset managers in the development of life cycle management plans for line equipment.

ENGINEER SPECIALIST SUBSTATION SERVICES

The Engineering Specialist is responsible for working with American Transmission Company (ATC) engineers in the preparation and documentation of ATC engineering design standards. The Engineering Specialist is also responsible for the management of this information on the internal and external ATC Standards web sites, miscellaneous ROW/property management functions, DOT Coordination, pole attachment requests, and encroachment request reviews.

ENGINEER SPECIALIST TRANSMISSION LINE SERVICES

The Engineering Specialist is responsible for working with American Transmission Company (ATC) engineers in the preparation and documentation of ATC engineering design standards. The Engineering Specialist is also responsible for the management of this information on the internal and external ATC Standards web sites, miscellaneous ROW/property management functions, DOT Coordination, pole attachment requests, and encroachment request reviews.

ENGINEER SUBSTATION SERVICES

Develops and maintains design, material, equipment specification, construction standards and engineering practices for substations. Collaborates with planning and asset management personnel to develop project scope and prepare estimates for projects. Supports the rest of the organization as ATC subject matter expert and keeps abreast of latest technologies for assigned area(s). Supports project engineering with methods and standards development for the delivery of cost effective and high-quality products and services. Manage regulatory compliance issues as assigned.

ENGINEER TRANSMISSION LINE SERVICES

The Engineer Transmission Line Services is responsible for developing and maintaining design, material, and construction standards and for providing technical support to other ATC functional groups for maintenance and construction of overhead and underground transmission lines. This role is responsible for collaborating with Planning and Asset Management personnel to develop project scopes and prepare estimates for projects in the provisional, strategic, and proposed stages. Responsible for participating in the development, evaluating and implementing new technology in the area of transmission line engineering and construction. The Engineer – Transmission Line Services is charged with being a subject matter expert in areas as assigned and keeping abreast of latest technologies and regulatory requirements for those assigned area(s). This role will also participate in miscellaneous ROW management activities such as line clearance studies, requests to attach to poles or construct facilities within ATC easements, and assess impacts of roadway improvement plans on ATC facilities. Also supports the engineering organization with methods and standards development for the delivery of cost effective and high-quality products and services.

ENGINEERING SPECIALIST SUBSTATION OR T-LINE SERVICES

The Engineering Specialist is responsible for working with American Transmission Company (ATC) engineers in the preparation and documentation of ATC engineering design standards. The Engineering Specialist is also responsible for the management of this information on the internal and external ATC Standards web sites, miscellaneous ROW/property management functions, DOT Coordination, pole attachment requests, and encroachment request reviews.

EVP AND CHIEF OPERATING OFFICER

The EVP, COO has primary responsibility for the performance and growth of the company's line operations. The COO provides direction to: Construction, Asset Management, System Operations, and System Planning functions. The COO participates in the formulation of corporate strategy and leads the operational aspects of the strategy. The COO oversees the development of the asset management program that includes the project management of portfolios, facilitating and integrating the input of functional areas through the pre-approval and post-approval phases (development phase) and direct management of the design and construction phase (implementation phase). Provides oversight to the overall management of cost/resource estimation activities in accordance with standards and practices. The COO is accountable for the scope, schedule and budget of all projects, along with safety, environmental and regulatory compliance of all work done on the projects. The role is also responsible for all maintenance activities and the compliance requirements associated with critical assets.

The COO provides System Planning oversight to the development of the transmission system including the areas of reliability analysis, project development, interconnections, and special studies.

The COO provides System Operations oversight to transmission switching, outage coordination, reliability, training, modeling, metering & control, and Corporate Security.

As a member of the senior management team, reporting directly to the CEO, participates in planning corporate growth and coordinating the strategic plan, or creating new strategic options, for the development of the overall transmission system. Works closely with the CEO and other Corporate Officers to play a pivotal role interacting with external constituencies and the Board of Directors.

GENERAL ACCOUNTANT

This position is an integral part of the General Accounting function within the Finance department. Responsibilities are rotated within the team and may include any of the following:

- Monthly/Year-End General Ledger closing process for all ATC companies
- Accounts Receivable function including billing and collection of revenue project costs, damaged claims, generator interconnects, land rental, inter-company & other miscellaneous services provided to third parties.
- Local Distribution Company (LDC) Billing Process & Reporting
- Payroll & Benefits Accounting
- Cash Application / Bank Reconciliationsp
- Accounts Payable (*Backup*) / Vendor Maintenance / Auditing / Reporting / 1099's
- Corporate Credit Card / Concur Expense Reporting
- Corporate & Accounting Budgets / Forecasts
- ATC Cost Allocation Methodology
- ERP Financial Systems
- Audit & Tax Support
- FERC / PSCW Regulatory Reporting
- Miscellaneous Projects

INTERCONNECTION PROJECTS - PROGRAM MANAGER

The interconnection specialist serves as the primary point of contact for customers and process stakeholders as it relates to the following responsibilities:

1. Coordinating the development, negotiation, management and administration of customer agreements including those supporting generation to transmission (G to T), transmission to distribution (T to D), and transmission to transmission (T to T) interconnections.
2. Managing relationships with independent power producers (IPPs), transmission customers and MISO.
3. Coordinating asset acquisitions.
4. Serving as liaison to internal functional departments as well as customer interactions for data requests that support the interconnection needs.
5. Coordinate interconnection requests between the interconnection customer, MISO and internal stakeholders as appropriate.

To accomplish these responsibilities, the interconnection specialist must recognize, develop and continuously coordinate process improvement by routinely working closely with internal and external process stakeholders, including interconnected customers, to efficiently and effectively manage customers' expectations and needs.

INTERCONNECTION SPECIALIST

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- Coordinating the development, negotiation, management and administration of customer agreements including those supporting generation to transmission (G to T), transmission to distribution (T to D), and transmission to transmission (T to T) interconnections.
- Managing relationships with independent power producers (IPPs).
- Coordinating asset acquisitions.
- Serving as liaison to internal functional departments as well as customer interactions for data requests that support the interconnection needs

To accomplish these responsibilities, the Interconnection Specialist must recognize, develop and continuously coordinate process improvement by routinely working closely with internal and external process stakeholders, including interconnected customers, to efficiently and effectively manage customers' expectations and needs.

LEAD COMPLIANCE STRATEGIST

The primary responsibility of the Lead Compliance Strategist is to establish and maintain a NERC Reliability Standards Compliance Program, in alignment with the mandatory regulatory obligations prescribed by the North American Reliability Corporation (NERC) Reliability Standards and in alignment with corporate strategy and leading industry practices.

This position also maintains responsibility for assuring compliance with the Federal Energy Regulatory Commission's (FERC) Standards of Conduct Rule through the establishment, maintenance and administration of policies, procedures and training. Further, the Associate General Counsel (AGC) oversees the Company's FERC activities, including the preparation and filing of necessary regulatory filings, audit responses, and internal compliance programs.

MAINTENANCE PROGRAM MANAGER

The Maintenance Program Manager is responsible for overseeing planned/unplanned inspection and maintenance programs through utilization of the Cascade Maintenance Management system, organizing and planning maintenance work activities.

MANAGER ASSET TECHNOLOGY AND SERVICES

The Manager Asset Technology and Services is part of the leadership team overseeing engineering staff involved in the life cycle management of ATC's substation facilities and other engineering needs for the company.

Life cycle management includes creation and maintenance of transmission line standards, specifications, guides, ratings and estimates. Also, support of planning and asset renewal project scope development and support of operation and maintenance activities. The Manager has direct leadership responsibility for the engineering team, including internal and external resources, and is accountable for coordinating the team's responsibilities and workload related to engineering and construction standards and practices that create the framework for the project portfolio organization to perform project engineering and construction work. The Manager is responsible for all aspects of substation design and incorporation and application of new technologies.

MANAGER ECONOMIC AND STAKEHOLDER PLANNING (PLANNING)

The Manager Economic and Stakeholder Planning will focus American Transmission Company (ATC) efforts on understanding the overall economic value of electric transmission system investment. This role requires the ability to understand and direct the highly technical analytical analysis of electric transmission system operations, system planning studies & energy trading markets. Results from this work are synthesized into policy and strategic directions relevant to ATC and our stakeholder communities. In addition, this position will work closely with the transmission planning staff to incorporate this information into specific project plans & construction activities undertaken by ATC. This will be a highly visible position internally to ATC and externally with our various publics.

MANAGER EMS

Lead the design, development and maintenance of information technology software systems for the American Transmission Company. Main areas of focus are SCADA application, EMS applications and business function software.

MANAGER INTERCONNECTION SERVICES

The Manager Interconnection Services supervises Interconnection Services' staff as it relates to administration of agreements with interconnected entities (IEs), account management for independent power producers (IPPs), NERC reliability standards compliance pertinent to interconnections, customer communications, technical assistant for External Affairs and overall accountability for the following processes:

- Interconnection, including
 - Generation to Transmission (G to T)
 - Load to Transmission (D to T)
 - Transmission to Transmission (T to T)
- Asset Transfers
- Customer Communications, including
 - External survey implementation and assessment
 - Internal training
 - Formal communications

To accomplish these responsibilities, the Manager of Interconnection Services must coordinate processes that span among several internal departments and drive continuous improvement of these processes by routinely working closely with internal and external process stakeholders, including IEs, to efficiently and effectively manage stakeholders' expectations and needs.

MANAGER RELIABILITY STANDARDS COMPLIANCE & ASSOCIATE GENERAL COUNSEL

The primary responsibility of the Manager of Reliability Standards Compliance (RSC) is to establish and maintain a NERC Reliability Standards Compliance Program, in alignment with the mandatory regulatory obligations prescribed by the North American Reliability Corporation (NERC) Reliability Standards and in alignment with corporate strategy and leading industry practices.

This position also maintains responsibility for assuring compliance with the Federal Energy Regulatory Commission's (FERC) Standards of Conduct Rule through the establishment, maintenance and administration of policies, procedures and training. Further, the Associate General Counsel (AGC) oversees the Company's FERC activities, including the preparation and filing of necessary regulatory filings, audit responses, and internal compliance programs.

MANAGER SUBSTATION MAINTENANCE AND COMMISSIONING

The Manager Substation Maintenance and Commissioning is responsible for providing leadership, oversight, direction, and workload distribution to the Substation Maintenance and Commissioning organization. The Manager provides appropriate resource allocation to support the implementation of the substation maintenance and ATC construction plans and ensures ATC staff receives the support needed to properly perform their functions. Additional responsibilities include contractor management and performance measurement of maintenance and commissioning field resources.

MANAGER SUBSTATION TECHNOLOGY

The Manager, Substation Technology partners with cross-functional leadership to design and develop Operational Technology (OT) in the substation environment. The Manager, Substation Technology also oversees the implementation and application of Operational Technology in the substation and provides operational support for system events, outages, and equipment failures.

MANAGER SYSTEM CONTROL

This role is responsible for managing all aspects of control center transmission operations, operations support and facilities for the American Transmission Company (ATC). This includes transmission dispatch operations, training of transmission operators, and managing facility functions. In collaboration with the Vice President System Operations, represent the Company on regional and national committees to promote transmission reliability.

MANAGER ZONE PLANNING

The Manager Zone Planning role is to support the business unit by leading and supervising ATC's zone planning and load interconnection processes. This role manages the work load and performance of the System Planning department's Zone Planning work group. The manager will work with their supervisor to coordinate individual contributor support for all of the group's responsibilities.

MANAGER RESOURCE INTERCONNECTIONS

The Manager Resource Interconnections manages the network transmission to generation and distribution interconnection processes for the American Transmission Company (ATC). The Manager oversees timely production of studies, reports, projects and recommendations that meet the needs of ATC's customers improve system reliability and allow ATC to comply with FERC and MISO processes.

OPERATIONAL TECHNOLOGY SYSTEM ADMINISTRATOR

The Operational Technology (OT) System Administrator is responsible for working across the utility to research and evaluate inverter-based technology systems (e.g. HVDC). This position will support the design, building and maintenance activities associated with these systems. In addition, you will evaluate how to effectively integrate this technology into ATC's systems and practices. You will also support onsite and remote maintenance activities for these systems and help troubleshoot real time issues.

This position will oversee and support the development of a formal program around the use and management of the Eaton IMS Application. The individual will also engage in the testing of existing and emerging substation cyber assets to assure alignment with strong cyber security practices and the development of standards. Work in conjunction with the other teams in order to support the mission critical 24 X 7 X 365 computer systems and maintain effective working relationships with internal and external clients.

OPERATIONS COMPLIANCE PROJECT MANAGER

The Operations Compliance Project Manager supports the development, implementation, and maintenance of processes and controls to enable effective reliable operation of the ATC transmission system, continuous compliance with NERC standards and FERC tariff requirements, and other System Operations objectives. The Operations Compliance Project Manager manages and coordinates all department operational (non-CIP) compliance activities in a timely manner including, but not limited to, standards development, self-assessments, self-certifications, spot checks, on-site audits, self-reports, and remediation action plans, as required.

OPERATIONS ENGINEER

The operations engineer performs transmission reliability studies in the operating horizon to determine SOLs and/or IROLs and to support expansion, maintenance, and other operating conditions of ATC's transmission power grid to successfully meet our generator and load interconnection customers' needs in a reliable manner. Works with internal groups such as System Control, Transmission Planning, Project Management, and Asset Management to address transmission issues and to develop plans that ensure the reliability of ATC's bulk transmission power system while maintaining compliance with applicable reliability standards. Must be able to analyze transmission system problems, perform event analysis, and collaborate on the development of operating plans for Bulk Electric System Operators. Will interface with regional (e.g., MRO, MISO, RF) and national groups (e.g., NATF, NERC) to assist in the development of transmission reliability processes, procedures and best practices. Will also be involved in performing transmission outages coordination studies jointly with other transmission owners, e.g., neighboring transmission owners.

OPERATIONS SUPPORT ANALYST

The principal function of this position is to provide support to the Manager System Control and Operations staff. In this capacity, the Operations Support Analyst will interface with company employees, business contacts, customers and other individuals from outside organizations.

OPERATOR TRAINING PROGRAM MANAGER

The Operator Training Program Manager is responsible for the execution and continued development of the System Operations operator training program. Management of the program includes: applying a systematic approach to training (SAT) and adult learning principles throughout all program elements, ensuring program alignment with Real-time Operations' needs and NERC requirements, maintaining active relationships with internal and external training program stakeholders, continuously developing and improving both the program and stakeholders executing it

OUTAGE COORDINATOR

Responsible for reliable and secure transmission system operation by scheduling & coordinating safe switching of planned transmission equipment outages. On occasion, aids the System Control Operator (SCO) during forced outage events.

PCO FIELD SPECIALIST

The Field Specialist is responsible for material receipting functions at designated work sites to meet our customer's project needs. Acts as a single-point-of-contact for material receipting, visual inspections, and non-conformance documentation.

The Field Specialist will also perform field observations on selected projects. This includes comparisons of contractor resource plans for labor and equipment versus what is physically observed in the field.

PRINCIPAL CYBER SECURITY ARCHITECT

The Principal Cyber Security Architect leads the technical strategy for cyber security services at ATC. Connecting business requirements with technology, this role is responsible for understanding ATC technology architectural design, overlaying design elements with the growing needs of the business, and rightsizing them for risk, cost, and other factors. This is an expert technologist who can help build the services necessary to execute on this strategy and contributes to a holistic systems architecture with their broad experience in multiple IT disciplines. This role also serves as a key member of project teams during the design and implementation of new services and works to oversee and develop talent as a mentor and leader.

PRINCIPAL SYSTEM OPERATIONS ENGINEER

The System Operations Engineer/Analyst provides a variety of technical engineering support services to the System Operation Center (SOC) to update, develop, and maintain the Energy Management System (EMS) along with other control center automation systems. Provides technical support to other SOC personnel and prepares, issues and maintains associated documentation as required. This role conducts hardware and software engineering work associated with reliable and economic interconnected electric transmission system operations.

RATINGS SPECIALIST

The Ratings Specialist is primarily responsible for updating and maintaining facility ratings data for substation and transmission line assets in support of ATC's planning, operations, asset management, asset maintenance, and compliance practices.

REGIONAL MANAGER

The regional manager serves as the primary point of contact for customers and internal functional departments with the following responsibilities:

1. Maintain and build strong relationships and positive identity with customers, particularly assigned accounts. Serve as the single point of contact for assigned accounts both internally and externally.
2. Coordinate with ATC executives and department heads (including regulatory and legal) to lead resolution of customer issues and when necessary initiate new policy development
3. Actively participate in project team, planning, and operational meetings to create an open line of communication with all levels of the customer's organization.
4. Serve as liaison to internal functional departments as well as customer interactions for data requests that support the interconnection needs.
5. Serve as subject matter expert with regards to ATC Business Practices and interconnection processes. Advocate for customers business needs while delivering and assuring comparable treatment across all of ATC's customer classes.

SAFETY PROGRAM MANAGER

Develop and execute a comprehensive safety and health program that is responsible for the safety of ATC office and field employees, contractors and the public. This position is a key coordination point for interactions between applicable departments within ATC, local distribution company contractors, construction contractors, and other external entities on matters related to safety and transmission switching clearances.

STRATEGIC PROJECTS DIRECTOR

The Strategic Projects Director is responsible for identifying and developing business opportunities for the company that will reduce costs, create efficiencies or lead to new capital investment. Collaborates with leaders across the company to shape the overall commercial growth strategy for the company. Specifically, responsible for developing new storage deployments on the ATC system. Works closely with the EVP and General Counsel, the Director of Corporate Strategy, and the Director of Policy and Strategy to identify opportunities for growth, create business plans to pursue opportunities, and lead teams to execute on the plans.

SUBSTATION DESIGNER

Responsible for performing and reviewing project work associated with the design of electric substations and transmission lines. Working independently and supporting Engineering, System Protection, and Metering & Controls with tasks that include, but are not limited to, preparing electrical substation physical, schematic and wiring design drawings, construction documents, bills of materials, and assist with obtaining permits as required. Helping the Engineering Team provide guidance to external contractors as needed to insure design and construction meet ATC standards. Assist in the development of junior department personnel.

SUBSTATION ENGINEER

Responsible for the engineering project planning, project scope development, design, equipment and material specification, procurement, calculations, drawing development, engineering evaluations, and construction support for assigned electrical substation and transmission line projects. Also, responsible for technical oversight and review of electrical engineering work performed by engineering staff or external resources in support of the development and implementation of projects. Assist in the development of junior department personnel.

SYSTEM CONTROL OPERATOR

Has the primary responsibility and authority for the real-time operation of the American Transmission Company's (ATC) transmission facilities in accordance with Good Utility Practice and in compliance with standards, procedures and guidelines set forth by the North American Reliability Corporation (NERC), Federal Energy Regulatory Commission (FERC), the Regional Reliability Organizations (RRO), the Midcontinent ISO (MISO) and ATC. Ensure safe, reliable, and economic operation of the transmission system by monitoring and responding to system disturbances involving substation and transmission equipment by taking real-time actions. Analyze SCADA inputs of system voltage, line loading, and system alarms, and take appropriate action. Identify transmission system weaknesses and suggest remedial actions. Provide proper response for system abnormalities. Communicate with regulatory and other agencies as required. Perform, analyze and interpret system studies (including contingency analysis and power flows) during system normal, emergency, and restoration conditions. Usual workweek consists of a combination of 8- and 12-hour day and night shifts on rotating basis. Work generally performed in an indoor office environment.

SYSTEM CONTROL OPERATOR IN TRAINING

The System Control Operator in Training role is charged with the responsibility of successfully completing the System Control Operator in Training program.

This includes passing all training modules and the NERC Operator Certification Exam.

This role will actively team with a program mentor to gain a complete understanding of all aspects of electric transmission system operations. The System Control Operator in Training will be required to sign and adhere to the FERC Standards of Conduct" and confidentiality agreements related to FERC order 889.

SYSTEM ENGINEER

The System Engineer contributes to the effective design, operation, maintenance and enhancement of a complex multi-site systems infrastructure that supports all application and data services for a rapidly growing, technology intensive organization. The System Engineer will have a balanced set of system administration skills including servers, enterprise class storage (SAN), Active Directory, Windows Server, virtualization, basic IP networking and scripting, as well as specialization in one or more key areas. The System Engineer works with a small multi-disciplinary team to design and implement new solutions, perform periodic hardware and software updates, expand capacity to support rapid growth, plan for disasters, monitor health and respond to issues; they will work in conjunction with the other IT teams in order to support mission critical, highly available computing services and maintain effective working relationships with internal and external stakeholders.

SYSTEM OPERATIONS ADMINISTRATOR

The EMS System Administrator (SA) is responsible for the effective design, implementation, management and maintenance of Windows server environments and related infrastructure. This individual will also be responsible for the installation, configuration and maintenance of cyber security devices. In addition, the EMS System Administrator is responsible for monitoring and reporting on security status of the environment and will enforce established policies and procedures. The individual will assist project teams with infrastructure design and analysis, plan upgrades and migrations, monitor system health and performance, and make recommendations for configuration improvements. Work in conjunction with the other teams in order to support the mission critical 24 x 7 x 365 computer systems and maintain effective working relationships with internal and external clients.

SYSTEM OPERATIONS ENGINEER/ANALYST

The System Operations Engineer/Analyst provides a variety of technical engineering support services to the System Operation Center (SOC) to update, develop, and maintain the Energy Management System (EMS) along with other control center automation systems. Provides technical support to other SOC personnel and prepares, issues and maintains associated documentation as required. This role conducts hardware and software engineering work associated with reliable and economic interconnected electric transmission system operations.

SYSTEM OPERATIONS SECURITY ANALYST

The System Operations Security Analyst is responsible for creating and managing a cyber-security framework for the Energy Management Services (EMS) department that includes cyber security, reliability and NIST 800 standards. Supports teams in developing and documenting procedures and processes necessary to illustrate compliance and improve security posture. Recommends and facilitates process improvement efforts to incorporate cyber security leading practices and lessons learned from industry events into departmental practices. The System Operations Security Analyst is also responsible for coordinating EMS compliance activities including standards development and represents the company at various regional and national forums to promote cyber security, transmission reliability, and company interests. Serves as project manager for cyber related projects that impact the EMS department

SYSTEM OPERATIONS SUPPORT COORDINATOR

The Operations Support Coordinator will support three functional areas under matrixed and coordinated supervision from each area:

- System Operations Support; technical training
- Corporate Security; core missions and vendor / supplier coordination
- Human Resources; learning management, instructional design and organizational training

SYSTEM OPERATIONS TECHNICAL INSTRUCTOR

The System Operations Technical Instructor is responsible for the design, development, delivery and evaluation of initial and ongoing technical training to support the safe, stable and reliable operation of the transmission system under normal, emergency and system restoration conditions in accordance with Midcontinent ISO (MISO), North American Electric Reliability Corporation (NERC) and Regional Reliability Standards.

SYSTEM PROTECTION ENGINEER

The System Protection Engineer will be responsible for the development and implementation of system protection and control schemes as well as analyzing their performance to ensure reliable and secure operation of the ATC Electric Transmission System.

SYSTEM PROTECTION RELIABILITY & SECURITY PROGRAM ADMINISTRATOR

The System Protection Reliability and Security Program Administrator is responsible for providing expert technical support, direction and advice for the advancement of the reliability and cyber security of ATC's protection, metering, and control systems. The position is accountable for supporting System Protection and Metering & Control's implementation of, and adherence to, the NERC Critical Infrastructure Protection (CIP) and Reliability Standards. This position is responsible for overseeing adherence to regulatory compliance, identifying potential violations and mitigating them from future occurrence. The position will coordinate System Protection and Metering & Control compliance work with the Reliability Standards Compliance department and other departments as required.

The position is responsible for independently providing expert technical support, direction, and advice in analyzing, evaluating, managing and maintaining data for field systems, equipment and programs; independently identifying and resolving complex problems working with System Protection and Metering and Control subject matter experts and cross functionally with key stakeholders.

SYSTEM PROTECTION SPECIALIST

Responsible for independently providing technical support, direction and advice in analyzing, evaluating, managing data for and maintaining field systems, equipment, NERC compliance and other programs.

Provides technical expertise and guidance to others in the identification and resolution of moderately complex problems and may serve as a project leader for a technical program. Focus on transmission circuits and system interconnections, transmission substations, including such activities as testing and maintaining relay protective and control equipment and data, development of standards and specifications and management of material systems, maintenance and technical supervision of design software systems, and maintenance and development of asset data systems and processes.

SYSTEM PROTECTION TECHNICAL LEAD

The System Protection Technical Lead leverages significant System Protection and utility knowledge and experience to provide advanced technical support for ATC and industry. They use their expertise in the field of System Protection as well as demonstrated ability to drive results to achieve compliance with NERC Operations and Planning requirements.

SYSTEM SUPPORT SPECIALIST

The System Support Specialist is responsible for assessing, installing, maintaining, and upgrading vendor applications across the organization. This individual troubleshoots complex user application problems, provides functional and technical expertise within multiple business areas, offers consulting support on cross-functional system issues, and serves as an escalation point for the Service Desk. Ability to work with various vendor applications, operating systems, and computer hardware platforms plus developing business relationships to ensure successful implementation and support of vendor applications are required.

TEAM LEADER COMMISSIONING

The Team Leader Commissioning is responsible for overseeing a team of commissioning engineers and contractors. This team supports the ATC maintenance and construction programs through the commissioning of new and modified electric facilities on ATC's electric transmission system. The Team Leader Commissioning manages resources, budgeting, and processes and supporting documentation to facilitate the Commissioning Group's success.

TEAM LEADER CYBER SECURITY

The Team Leader Cyber Security executes the technology security strategy in partnership with the Manager IT Infrastructure Protection; provides direction to ATC in the cyber security design critical to the operation of the business; manages all aspects of ISS network cyber security to meet regulatory requirements and ATC corporate objectives. Provides functional leadership to ensure management policies, procedures, processes and tools are developed and implemented consistent with ATC strategic cyber security plan.

TEAM LEADER EMS

The Team Leader EMS provides technical leadership through training team members in the technology and tools of control center SCADA control systems and BES operational tools; assigning work to team members based on their individual skills and workload; working with the Manager and other Team Leaders to form a comprehensive EMS philosophy, ensure consistent and reliable applications of SCADA and control center applications philosophy. Major work tasks include, but are not limited to assigning work, designing control center EMS for ATC control centers to ensure safe, reliable, and economic system operation.

TEAM LEADER ENGINEERING

The Team Leader of Engineering is responsible for leading, developing, and supervising the staff involved in performing, supporting, and overseeing the engineering services that support ATC's construction program and related company efforts. The role has responsibility to work closely with other Team Leaders to assign and manage the workload of internal and contracted resources. The Team Leader develops and provides oversight in the development and implementation of processes and procedures to efficiently deliver value-added engineering services for company.

TEAM LEADER METERING & CONTROL

The Metering and Control Team Leader provides technical leadership through training team members in the technology and tools of substation SCADA and control systems; assigning work to team members based on their individual skills and workload; working with the Manager and the other Team Leaders to form a comprehensive control philosophy, ensure consistent and reliable application of substation control philosophy. Performs project work associated with the installation of metering, control, and data acquisition equipment for the electric transmission lines and substations. Major work tasks include, but are not limited to assigning work, designing control and automation schemes for ATC substations to ensure safe, reliable, and economic system operation.

TEAM LEADER OPERATIONS ENGINEERING

This position is responsible for leading various aspects of ATC's operations engineering processes by providing work direction to a team of engineers, interfacing with internal and external stakeholders and continually pursuing improvement in ATC's analysis, assessment and situational awareness capabilities and tools. Areas of responsibility include managing the assessment of planned transmission outages, overseeing the development of needed operating plans, coordinating significant system event analysis and ensuring adequate coordination between ATC, MISO and interconnected entities to support reliable operation.

TEAM LEADER OUTAGE COORDINATION

This position is responsible for leading the outage coordination team in the performance of ATC's outage coordination process. This includes interfacing with customers and regional entities, developing and implementing associated procedures and practices and identifying and implementing improvements to ATC's scheduling, coordinating and writing of switching instructions for planned and unplanned transmission outages.

TEAM LEADER POWER DELIVERY APPLICATIONS

The Team Leader Power Delivery Applications is responsible for leading individuals who support American Transmission Company's (ATC) vendor supplied business applications. The Team is focused on application delivery used across the enterprise in areas of business, including GIS, operational applications and systems focused on field assets and critical infrastructure.

The Team Leader prepares and tracks work plans, provides guidance for team members through performance management and coaching, and seeks continuous process improvement within the Applications team. Responsibilities include alignment of team objectives with IT strategies, goals, initiatives and priorities as well as with the business strategy for applications, architecture and infrastructure. Builds and maintains effective working relationships and works with other IT functions to develop and maintain standards.

TEAM LEADER REAL TIME OPERATIONS

The Team Leader, Real Time Operations, ensures the safe and reliable operation of the electric transmission system. This position develops and supervises a staff of NERC certified transmission system operators whose responsibilities include real time monitoring and control, transmission switching and operational NERC compliance on a 24-hour basis. The Team Leader provides oversight in the development, implementation, and execution of processes and procedures to effectively operate the electric transmission system in a safe and reliable manner.

TEAM LEADER SUBSTATION MAINTENANCE

The Team Leader Substation Maintenance is responsible for overseeing a team of substation maintenance engineers and contractors. This team supports ATC substations planned/unplanned inspection and maintenance programs. The Team Leader Substation Maintenance manages resources, budgeting, and processes and supporting documentation to facilitate the substation maintenance group's success.

TEAM LEADER SUBSTATION SERVICES

The Team Leader Substation Services is part of the leadership team overseeing engineering staff involved in the life cycle management of ATC's substation facilities and other engineering needs for the company.

Life cycle management includes creation and maintenance of substation standards, specifications, guides and resultant ratings, as well as support of planning and asset renewal project scope development and support of operation and maintenance activities. The Team Leader has direct leadership responsibility for the Substation Services engineering team, including internal and external resources, and is accountable for coordinating the team's responsibilities and workload related to engineering and construction standards and practices that create the framework for the Construction department to perform project engineering and construction work. The Team Leader is responsible for all aspects of substation design as well as the incorporation and application of new technologies.

TEAM LEADER SYSTEM PROTECTION

The Team Leader of System Protection is responsible for supervising a team of engineers and technical specialists who are accountable for the development and implementation of system protection and control schemes, analysis of the performance of those schemes and adherence to compliance requirements which pertain to the schemes. This includes technical oversight, management of internal and external resources, and collaboration with other functional areas to assure reliable and secure operation of the transmission system.

TEAM LEADER TRANSMISSION LINE MAINTENANCE

The Team Leader Transmission Line Maintenance is responsible for overseeing a team of Transmission Engineers and contractors. This team supports ATC transmission line planned/unplanned inspection and maintenance programs. The Team Leader manages resources, budgeting, and processes and supporting documentation to facilitate the Transmission Maintenance Group's success.

TECHNICAL SPECIALIST

Responsible for independently providing expert technical support, direction and advice in analyzing, evaluating, managing data for and maintaining field systems, equipment and programs; independently identifies and resolves moderately complex problems working cross functionally within the organization and with external stakeholders; develops and recommends procedures and methods, and prepares technical reports and documentation; performs technical evaluations of events to determine root cause, recommends corrective action, and provides installation proposals. Provides technical expertise and guidance to others in the identification and resolution of moderately complex problems and may serve as a project leader for a technical program. Focus on transmission circuits and system interconnections, transmission substations, including such activities as testing and maintaining relay protective and control equipment and data, and testing the condition of insulation and grounding of all major electric apparatus, development of standards and specifications and management of material systems, maintenance and technical supervision of design software systems, and maintenance and development of asset data systems and processes

TRANSMISSION LINE ENGINEER

Responsible for the engineering project planning, project scope development, design, equipment and material specification, procurement, calculations, drawing development, engineering evaluations, and construction support for assigned overhead and underground high-voltage transmission lines and electrical substation projects. Also, responsible for technical oversight and review of electrical engineering work performed by engineering staff or external resources in support of the development and implementation of projects. Assist in the development of junior department personnel.

TRANSMISSION PLANNING ENGINEER

The Transmission Planning Engineer works with internal and external stakeholders to assess the ATC transmission system and develop plans to meet future system needs. The Transmission Planning Engineer also ensures compliance with relevant FERC orders, NERC Reliability Standards, and collaborates with MISO on regional planning processes.

TRANSMISSION PLANNING SPECIALIST

The Transmission Planning Specialist is responsible for communicating ATC projects and their high-level justifications to appropriate stakeholders. Partners with several ATC departments to achieve these tasks.

TRANSMISSION RELIABILITY ADMINISTRATOR

This position works to ensure the transmission system is operated in a safe, reliable manner consistent with recognized utility practices; ensuring the quality of service to ATC transmission customers. This is done by being aware of the day to day, as well as longer term, planned system outages for maintenance and construction and identifying conditions where corrective or improving actions are warranted. The position must be able to use Energy Management System (EMS) programs to assist and advise System Operators in options and actions to increase the operating reliability margin of the interconnected electrical grid.

UNDERGROUND TRANSMISSION LINE COORDINATOR

Help ensure underground transmission system reliability. To review, monitor and coordinate non-ATC construction projects planned in close proximity to the underground transmission system. Assist with oversight of ATC underground transmission construction projects. Ensure ATC's underground assets are protected from non-ATC contractor damage.

VP SYSTEM OPERATIONS

The VP System Operations is responsible for developing, implementing and refining overall system operations strategy and related activities at the Company. This role provides leadership transmission switching, outage coordination, reliability, training, modeling, metering & control, and Corporate Security. Must ensure the transmission system meets or exceeds industry reliability and applicable cyber standards and meets the Company's goals and objectives for system performance.

Represents the Company on regional and national committees to promote transmission reliability. Assists in developing company positions and participates in regulatory matters involving transmission operations.

Works in concert with the Company's executive leadership team in developing, implementing, and monitoring corporate and long-term performance goals, while executing the executive competency model.

VP SYSTEM PLANNING

The VP, System Planning is responsible for developing, implementing and refining overall system planning strategy and related activities at the Company. This role provides strong leadership to the System Planning department by providing oversight to the development of the transmission system including the areas of reliability analysis, project development, interconnections, and special studies. The position ensures the utilization of the appropriate transmission methodologies and technologies and the development of an overall planning and service strategy that balances the needs of all stakeholders.

Works in concert with the Company's executive management team in developing, implementing, and monitoring corporate and long-term performance goals, while executing the executive competency model.