



BPA VACANCY ANNOUNCEMENT (#002759-04-BPA-A1*)

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER
ADMINISTRATION

POSITION AND LOCATION: LINEMAN FOREMAN 1, BL-2810, THE DALLES, OR and NORTH BEND, OR*

OPENING DATE	CLOSING DATE	HOURLY PAY RATE
09/29/04	10/28/04*	\$34.59 per hour

Selections at Bonneville Power Administration (BPA) are based on merit and are accomplished without regard to political, religious, or union affiliation or non-affiliation, marital status, race, color, national origin, sex, sexual orientation, age, or non-disqualifying physical disability; nor will such action be based upon any personal relationship, patronage, or nepotism.

WHO MAY APPLY: Career and Career Conditional Employees of Bonneville Power Administration only

POSITION LOCATION: Transmission Business Line, Transmission Field Services, Redmond Region – TFRK and Eugene Region, North Bend – TFEP.

NOTES:

*** The closing date has been extended to 10/28/04. This amendment also adds the additional location of North Bend, OR. Please indicate on your application your availability of either The Dalles, and/or North Bend.**

In addition to the wage rate, BPA pays a supplement equal to 4.4% of the wage rate to permanent employees for each hour of straight-time wages that are paid.

Applicants who have applied to the Calendar Year 2004 Bid for a permanent Lineman Foreman I at The Dalles or North Bend need not reapply.

Current Lineman Foreman I or applicants who have been successfully rated in the past five years need not complete the attached supplemental questionnaire, but an application with this vacancy number is required.

This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

CAREER TRANSITION ASSISTANCE PROGRAM (CTAP)/INTERAGENCY CAREER TRANSITION ASSISTANCE

PROGRAM (ICTAP): Displaced or surplus employees who may be entitled to consideration under CTAP/ICTAP must meet the OPM and BPA requirements for consideration. Individuals who have special priority selection rights under the Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP) must be well qualified for the position to receive consideration for special priority selection. Well qualified for merit promotion (status applicants) means an applicant who possesses the knowledge, skills, and abilities which clearly exceed the minimum qualification requirements for the position, including being evaluated at the "3" or equivalent rating level on all quality ranking factors. Well qualified for non-status applicants means an applicant who scores 85 points or higher prior to the addition of veteran's preference points, if applicable. Federal employees seeking CTAP/ICTAP eligibility must submit proof that they meet the requirements of 5 CFR 330.605(a) for CTAP and 5 CFR 330.704 for ICTAP. This includes a copy of the agency notice, a copy of their most recent Performance Rating, and a copy of their most recent SF 50 noting current position, grade level, and duty location. Please annotate your application to reflect that you are applying as a CTAP or ICTAP eligible. For additional information, please refer to <http://www.opm.gov> or to <http://www.jobs.bpa.gov>.

MAJOR DUTIES:

1. Supervisory Responsibilities :

- a. **Assigns Duties.** Assists the Lineman Foreman III in planning and scheduling daily work assignments to insure maximum use of resources and achievement of priority work within guidelines established by the Lineman Foreman III.
- b. **Maintains Discipline.** Assists Lineman Foreman III in leading, influencing, and maintaining discipline of the crew. Helps to insure compliance with regulations, procedures, and working rules.
- c. **Enforces Safety Rules.** Assists in instructing crew in proper work and safety practices. Enforces safety regulations and safe work practices to insure the safety of employees. May be requested to assist in investigating accidents.

- d. Reviews and Inspects Work. Responsible for completing the jobs assigned by the Lineman Foreman III properly and effectively reviewing and inspecting the work of the crew. Informs supervisor on conditions found and work performed.
- e. Responsible for Quantity and Quality of Specific Tasks. Responsible for timely, efficient, and safe work production of all work performed.

2. Planning and Scheduling

Assists in planning and scheduling work to avoid delays, meet deadlines, and satisfy priorities. Assists in preparing and/or coordinating short-range work plans to accomplish workload, including preparation of time and material cost estimates.

3. Administrative

- a. Reviews Employees' Performance and Recommends Personnel Actions. Assists in evaluating employees' performance and initiating actions for pay matters, training and awards; resolving employee problems; and improving employee conduct. May recommend personnel actions to Lineman Foreman III.
- b. Identifies, Plans, and Implements Training. Assists in orienting new employees to the work unit and explaining the nature and purpose of work programs. Assists in providing on-the-job training and recommends to the Lineman Foreman III, off-the-job training to improve subordinates' skills and efficiency.
- c. Reports and Records. Assists in preparing and certifying documents relating to leave, per diem, material purchases, tools and equipment requests, and other paperwork. Reports all accidents to the Lineman Foreman III, providing a complete and accurate account with recommendations for avoiding future accidents. Assists in accounting for all tools and equipment in custody. May be required to prepare written communications such as memorandums, reports, etc.

CONDITIONS OF EMPLOYMENT: Persons filling Lineman Foreman I positions will be required to meet some or all of the following conditions:

1. Establish a residence in accordance with negotiated requirements that is within one hour or less commuting time under normal weather and road conditions, to the duty station headquarters.
2. Extended periods of travel may be required.
3. If exposed to health hazards, have periodic physical examinations as prescribed by competent medical authority at BPA expense. (Employees will work in close proximity to substances such as solvents, PCB's, chemicals, etc., which may have effects on health unless prescribed handling procedures are followed.)
4. Become familiar with and follow the safety practices of the Accident Prevention Manual.
5. Possess valid First Aid Card, CPR Card, and an electrical worker's permit or obtain within 30 days after appointment.
6. Possess valid commercial driver's license (CDL with all endorsements that are required to operate TLM equipment from state of residence. Traffic citations indicating poor driving habits may disqualify applicants.
7. Subject to call for emergency work at any time.
8. Obtain certification on the equipment associated with line maintenance if assigned to use or operate.
9. Operate motor vehicles and equipment normally used in line maintenance and construction.
10. Obtain certification as a flag person.
11. As part of the job requirements, the Lineman Foreman I shall be required to apply restricted use pesticides and, at the discretion of the Regional Manager, may be required to obtain a pesticide applicators' permit. The Administration shall provide the necessary training for such a permit.
12. Become certified to take a clearance within 30 days after reporting for duty.
13. Occasionally, fly in helicopter or fixed wing aircraft in the performance of assigned duties.

WORKING CONDITIONS:

The Lineman Foreman I works outdoors in all kinds of weather conditions and may work for long periods in cold, wet, or icy weather and high winds. Work is often performed on steel or wood structures at considerable heights and on or near energized conductors or equipment. The employee often works in awkward positions, supported only by a safety belt or a safety belt and climbers. In other instances, the Foreman I may work on precipitous slopes and rugged or brushy terrain. When repairing conductors, the Lineman Foreman I may ride in a trolley on the conductor high above the ground. The Lineman Foreman I may climb to heights in excess of 100 feet many times a day. The employee may walk long distances over rugged terrain and work in locations inaccessible to mobile equipment. The Foreman I frequently uses hand tools such as axes and hot sticks or power tools such as chain saws, for extended periods of time. The work environment will occasionally include high noise levels and/or exposure to hazardous substances (i.e., solvents, PCB's, chemicals, etc.) that could, if precautions are not followed, pose a health risk. Approved respiratory and safety equipment shall be worn when hazardous substances are being handled. Emergencies, critical system conditions, or outage limitations may require that work be done at night and/or under time restraints. System priorities may require extended periods of overtime including working weekends.

PHYSICAL REQUIREMENTS:

ESSENTIAL FUNCTIONS: (Those duties encompassed in a job, which are indispensable and comprise the gist or substance of the job):

- Performs construction and maintenance work (including hot line maintenance) on either wood pole or steel tower lines including excavations and footings, framing and erecting towers and poles, hanging insulators and hardware, and stringing, sagging and clipping conductors.
- Replaces or repairs damaged steel towers, wood poles, crossarms, and conductors; relocates towers and poles; inspects and treats wood poles; and replaces insulators.
- Performs, or supervises, right-of-way maintenance work such as brush and weed control, cutting or topping dangerous trees, seeding cover crops for erosion control.
- Repairs access roads and installs or repairs bridges, culverts, fences and gates.
- Maintains microwave towers, antennas, and airway lighting installations; performs maintenance tasks in substations, involving overhead line work and other tasks requiring the use of line maintenance equipment.
- Patrols transmission lines and reports conditions of lines.
- Takes clearances and occasionally performs switching at unattended substations and line sectionalizing disconnect switches.
- Completes associated documentation required of the above listed tasks.
- Drives 25-30% of the time in all weather conditions.

PHYSICAL REQUIREMENTS		
Physical Requirement needed to perform essential functions		
NR=not required; Rarely = 1% or less; Occasionally = 1-33%; Frequently = 34-65%; Continually = 66-100%		
Climbing	Frequently	Able to climb poles (average 65 feet, maximum 110 feet) and towers (average 100 feet, maximum: 535 feet), in all weather conditions; may average 4-6 climbs per day (more when inspecting lines and during apprenticeship program). Must be able to climb wood pole structures with gaffs to do line maintenance work.
Balancing	Frequently	Requires good balance to climb and perform repair duties. Worker extends body out from poles to perform many repairs. Balancing required on narrow and slippery surfaces at heights and in varied weather conditions as well as on uneven and steep terrain.
Leg/Foot Use (in conjunction with standing, walking and climbing)	Continually	Operates trucks, heavy equipment, specialized line/utility equipment, and to climb poles/towers. Must be able to work from ladders and other aerial equipment.
Standing	Continually	Often stands for extended uninterrupted periods of time, on steep and uneven terrain, or while in hooks, ladders, buckets, or on poles and towers performing repairs.
Sitting	Occasionally	Drives vehicles to and from work sites; patrol lines; operate heavy and specialized line equipment. Average of 2 hours per day with a maximum of 5 hours.
Walking	Continually	May walk for extended periods and distances (over 1 mile) while accessing/patrolling sites over rough, steep and uneven terrain.
Lifting/Carrying	Frequently	Lifts tools and equipment. Average is 30-50 pounds. May occasionally lift in excess of 100 lbs., assistance generally available. May require ability to carry 50-100 pounds for distance occasionally over 1 mile. Occasionally lift at or above shoulder height.
Pushing/Pulling	Frequently	Pulls equipment and tools from ground to pole/tower utilizing hoists and rigging. Pulls wires and maneuvers loads in excess of 100 pounds.
Twisting/Bending/Stooping (knees, waist, neck, wrist)	Continually	Works frequently in awkward positions on equipment, towers, and poles.
Handling/Grasping	Continually	Ability to raise, lower, and maneuver wires while utilizing a pole 20 feet or more in length. <u>Specific handling/grasping measurements:</u> Pulls hoist lines with various loads weighing up to 80 lbs. from ground to pole or tower.
Reaching	Frequently	Extends arms in frequent overhead and frontal reaching to perform repairs, pull wires, and handle equipment/tools (utilizing poles up to 20 feet or more in length). Raises equipment, tools or materials (50-100 lbs.) overhead, occasionally may hold position for over 30 seconds up to 20 times per day.
Crouching	Occasionally	May crouch for extended periods while performing repairs, obtaining equipment.

Kneeling/Crawling	Occasionally	May require kneeling to obtain equipment and work in low spaces. Crawling rarely required.
Fingering/Feeling	Continually	Installs, maintains, overhauls, and repairs power line structures and equipment.
Other Physical Requirements	Continually	Requires agility and ability to work in awkward positions while at heights and encumbered by equipment, tools and materials.

USE OF SENSES		
Talking	Continually	Able to communicate with co-workers and to provide clear, accurate communication.
Hearing	Continually	To receive directions from co-workers, listen for telephone. Ability to hear warning devices and abnormal noises.
Vision	Continually	To safely operate equipment and use tools while performing repairs. Requires good spatial ability/depth perception, night vision, and sufficient color discrimination for fiber optic repair/splicing. Distant visual acuity of at least 20/40 or better in each eye to meet DOT regulations.
Smell	Occasionally	Able to detect various gases, fuels, exhausts, etc. Gas detectors are available.

MENTAL REQUIREMENTS		
Requires ability to perform effectively under stress for extended periods of time in hazardous situations; interact/communicate with others; comprehend and follow directions; work both independently and as a team member; make decisions and judgments; maintain flexibility in performing a variety of tasks, pay attention to detail, follow safety rules; operate vehicles and equipment safely; basic computer skills.		

ENVIRONMENTAL		
Requires ability to work outside in high exposed places with constant exposure to all weather conditions including high winds; occasional inside work required while obtaining, storing, or cleaning equipment, tools, and materials. Frequent exposure to hazards typical of working around high voltage equipment and machinery with moving parts. Potential exposure to loud noises. May at times work with various chemicals including solvents, herbicides, paints, etc. MSDS are available. Required to wear various levels of PPE (hearing protection, respiratory protection, hard hats, safety glasses; if required, safety toed boots, chaps, leather and insulated rubber gloves).		

SPECIAL EQUIPMENT		
Uses various equipment such as cars, trucks, boats, heavy equipment, specialized line/utility equipment, forklifts, ATV's, a variety of power and hand tools, two-way radios, herbicide applicators, and explosives. Uses office equipment such as computers, telephones, copy and fax machines. May ride in helicopters for inspections.		

QUALIFICATION REQUIREMENTS: Applicants must have had progressively responsible experience and training sufficient in scope and quality to successfully perform the duties of the position without more than normal supervision. Applicants will be evaluated on the basis of experience, education, and training on the following elements. Applicants should submit the Supplemental Questionnaire for Lineman Foreman 1 that addresses the following **KSA's**. Experience/training shown in your supplemental questionnaire must be reflected in your application.

1. ABILITY TO LEAD OR SUPERVISE.
2. Knowledge of maintenance practices related to high voltage transmission systems.
3. Ability to interpret and work from blue prints, schematics, and diagrams.
4. Ability to locate line faults, assess and repair.
5. Ability to work with others.
6. Ability to plan, organize, and implement short-term (30-days or less) line maintenance activities.
7. Ability to enforce safe working practices associated with high voltage transmission systems.
8. Ability to use tools and equipment.

BASIS OF RATING: No written test is required. Ratings will be based on an evaluation of the quality and extent of experience, education and training in relation to the KSA's identified on the Supplemental Questionnaire for Power System Control Craftsman, BB-2604. **YOU ARE REQUIRED TO SUBMIT THE ATTACHED SUPPLEMENTAL QUESTIONNAIRE FOR LINEMAN FOREMAN 1, BL-2810. Failure to submit the supplemental for this position may negatively affect your eligibility and/or rating.**

APPLICATION INFORMATION:

There is no specific required application form. There is specific information that you are required to submit. For further information on completing your application, please refer to the statement below "Required Information on Resumes."

- Applicants may, at their choice, submit a resume, the Optional Application for Federal Employment (OF 612), a copy of the obsolete Application for Federal Employment (SF 171), or any other written application format.
- All applications must contain sufficient information to determine eligibility for the position.

- **Applicants will not be contacted for missing information. Material received after the closing date will not be accepted.**

HOW TO APPLY:

Submit your application with supplemental information. It must be received with the application. Your application package should include the following:

1. Your resume, or other application, that fully describes your education and experience.
2. Supplemental Questionnaire for Lineman Foreman 1. (Current Line Foreman 1 do not need to submit).

REQUIRED INFORMATION ON RESUMES*

1. Announcement number, title, and grade of the position for which you are applying.
2. Your full name, mailing address, and day and evening telephone number.
3. Your e-mail address (please provide if available – failure to provide will not effect the processing of your application.)
4. Your Social Security Number.
5. Country of citizenship.
6. High school attended which includes name of high school, location (city/state), and date of diploma or GED.
7. Work experience (Paid and non-paid experience related to the job for which you are applying. Include job title (**YOU MUST INCLUDE SERIES AND GRADE IF FEDERAL JOB**), duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and ending dates (**including month and year**), hours worked per week, salary).
8. Indicate if we may contact your current supervisor.
9. A list of other job related training, skills (for example, languages, tools, machinery, typing speed, etc.), certificates and licenses, honor societies, awards, professional membership, publications, leadership activities, performance awards, etc.

***Please note that if your resume or application does not provide all the information requested in the vacancy announcement, you may lose consideration.**

FORMS AVAILABILITY: All application materials may be obtained from all Bonneville Power Administration Human Resources offices 2401 NE Minnehaha Street, Construction Services Building, Vancouver, WA; or 905 NE 11th Avenue, Portland, OR, or by calling 360-418-2090 or 503-230-3055. You may also download a copy of this announcement, including all forms from our internal website, or our external website at <http://www.jobs.bpa.gov/>

If you have questions, you may call the Staffing Center, 360-418-2090 or 503-230-3055.

Applicants should retain a copy of their application as BPA does not return applications or provide copies.

WHERE TO APPLY:

If **mailing** your application, please send to the following address: Bonneville Power Administration, ATTN: Personnel Services – CHP/CSB-2, PO Box 491, Vancouver, WA 98666, (street address): 2401 NE Minnehaha Street, Vancouver, WA 98663

If applications are delivered in person, they can be delivered to the address above **OR** to: Bonneville Power Administration, Personnel Services, 905 NE 11th Avenue, Portland, OR 97232.

RECEIPT OF APPLICATION:

Your complete application must be received no later than 12 midnight Pacific Daylight Time (PDT) of the closing date to be accepted. Applications received by fax or e-mail must be time/date stamped or electronically postmarked at point of origin no later than 12 midnight PDT.

Applicants will be notified of receipt of their application package.

FAX APPLICATIONS:

Faxed applications should be sent to **360-418-2063**. Applicants are responsible for ensuring that application materials transmit successfully.

EMAIL APPLICATIONS:

Applications should be sent as email attachments to: jobs@bpa.gov. The Announcement Number must be included in the subject line of the email. Required forms may be sent as email attachments, may be faxed, or sent as hard copy. Application materials provided by different means must be cross-referenced so they may be combined at BPA. Applicants who apply by email will receive an email confirmation. Applicants are responsible for ensuring that application materials are formatted in a manner that will transmit successfully.

THE BONNEVILLE POWER ADMINISTRATION IS A HARASSMENT FREE WORKPLACE.

www.va.gov <http://www.jobs.bpa.gov/> www.usajobs.opm.gov <http://www.opm.gov/qualifications/index.htm>

Veterans	Bonneville Power	Office of Personnel	Office of Personnel Management
Administration	Administration	Management Jobs	

NAME: _____ SSN: _____ BIRTH DATE: _____

INSTRUCTIONS: In the experience blocks below fill in the requested corresponding number level of your experiences and knowledge. In addition, for elements 2 through 8 you are required to describe your experience and knowledge. Attach separate sheets for responses to the narrative requests. Narrative responses will be evaluated based on the depth of individual involvement, level of responsibility, complexity of the task, degree of difficulty.

ELEMENT 1: ABILITY TO LEAD OR SUPERVISE

This Element represents a summary of all other job elements. All of the information you provide in Elements 2 through 8 will be considered. You do not need to furnish any written information on this Element. Proceed with Element 2.

ELEMENT 2: KNOWLEDGE OF MAINTENANCE PRACTICES RELATED TO HIGH VOLTAGE TRANSMISSION SYSTEMS

Enter the number of the highest level you have achieved, indicate the degree of experience and training (1, 2, 3 or 4) you have on the following maintenance practices. **(Enter one number only)**

- (1) Have not performed or have limited study or training on these tasks
- (2) Have performed as an apprentice, or trainee
- (3) Have performed as a journeyman or JIC
- (4) Have performed, trained, led, or supervised as a temporary Foreman I

Provide 1 example on each of numbers 2, 6, 14, 15, 20, 25 and 27, which shows your depth of knowledge and understanding of the above technical practices. Include any instruction, training, orientation you have provided to others and include situations in which you led, or supervised any of the selected practices.

1. Climbed a wood pole structure	2. Framed a wood pole structure	3. Installed guy wires
4. Sagged conductor	5. Replaced insulators	6. Replaced a crossarm
7. Applied a conductor armor rod	8. Installed vibration dampers	9. Assembled a steel tower
10. Installed conductor repair rods	11. Spliced conductor	12. Spliced fiber
13. Climbed a steel tower	14. Set a wood pole	15. Strung conductor
16. Clipped or tied in a structure	17. Installed grounds	18. Taken a clearance
19. Applied a compression conductor fitting	20. Erected a steel tower	21. Maintained airway lighting and markers
22. Maintained a sectionalizing switch	23. Strung fiber	24. Felled danger trees
25. Rigged steel suspension towers and steel dead-end towers for lowering and raising conductor		
26. Rode in an aerial cart/ladder/bosun chair, etc., on the conductor		
27. Hot line maintenance techniques		

ELEMENT 3: ABILITY TO INTERPRET AND WORK FROM BLUEPRINTS, SCHEMATICS, AND DIAGRAMS

Enter the number of the highest level you have achieved, indicate the degree of experience and training (1, 2, 3 or 4) that you have utilized on the following 8 items. **(Enter one number only)**

- (1) Have limited or no knowledge or experience
- (2) Have used as an apprentice or trainee
- (3) Have utilized as a journeyman or JIC
- (4) Have performed, led or supervised the use of as a temporary Foreman I

	1. Instruction books		2. Steel assembly drawings		3. Plans and profiles
	4. Blue prints		5. Electrical wiring diagrams		6. One-line diagrams
	7. Schematic diagrams		8. Construction Data Book		

ELEMENT 4: ABILITY TO LOCATE LINE FAULTS, ASSESS AND REPAIR

- 1. List the tools and/or techniques commonly used in locating line faults on a transmission system.
- 1. List the factors that must be considered to assess and repair damage.
- 2. Provide an example in which you had to locate line faults, assess and facilitate repair.

ELEMENT 5: ABILITY TO WORK WITH OTHERS

- 1. Provide examples of training or experience related to line work, that illustrate your ability as a team member, to deal with, and gain cooperation, include your role in enforcing rules, policies, or maintenance practices, giving instruction to others, handling disputes, etc.

ELEMENT 6: ABILITY TO PLAN, ORGANIZE, AND IMPLEMENT SHORT-TERM (30-DAYS OR LESS) LINE MAINTENANCE ACTIVITIES

- 1. Describe the factors that you would consider in planning, organizing and implementing short-term line maintenance activities.
- 2. Provide an example where you had to complete maintenance work utilizing the above factors in completing the work within an allotted time period.

ELEMENT 7: ABILITY TO ENFORCE SAFE WORKING PRACTICES ASSOCIATED WITH HIGH VOLTAGE TRANSMISSION SYSTEMS

- 1. List all relevant safety issues/activities, which are inherent in the Line Foreman I job, e.g., clearance and switching procedures, grounding procedures, hot line maintenance, etc.
- 2. Provide 2 examples of work activities in which you have demonstrated or enforced safe working practices.

ELEMENT 8: ABILITY TO USE TOOLS AND EQUIPMENT

Enter the number of the highest level you have achieved, indicate the degree of experience and training (1, 2, 3 or 4) you have on the following maintenance practices. **(Enter one number only)**

- (1) Have not performed or have limited study or training on these practices
- (2) Have performed as an apprentice, or trainee
- (3) Have performed as a journeyman or JIC
- (4) Have performed, trained, led, or supervised as a temporary Foreman I

Describe one situation for each of the items asterisked in which you led, supervised or trained others in the use of the tools or equipment.

	1. Chainsaw		2. Sliding hammer		*3. Hot sticks
	4. Portable bandsaw		*5. Tension machine		*6. Pulling machine
	*7. Winches		8. Crawler tractor		9. 4 wheel drive vehicle
	10. Dump truck		11. Snow cat		12. ATV's
	*13. Hydraulic press		*14. Explosive fittings		15. Travelers
	*16. Manlift		17. Volt/Amp Meter		18. Roller chain hoist
	19. Traveling ladder		20. Space cart		21. Peavy
	22. Cranes		23. Compressor		24. Capstan
	25. Eye level		26. Transit		27. Portable generator
	*28. Line truck with digger		29. Backhoe		30. Hook ladder