

BE AN INDUSTRY- LEADING SME WITH



GridSME's Vision

We have a unique company culture at GridSME. The company provides the environment for the industry's experts to grow their careers and provide valuable services to our clients. We want to be the platform where our people can find the intersection between what they are passionate about, what they are good at, and what adds value to our clients and our company. In doing so, we help our clients successfully adapt to the grid's evolution. We intend for you to participate and contribute to this core objective of the company.

Power Systems Engineer-PSCAD/EMT

We measure GridSME's success by the caliber of people on our team, the quality of work they produce, and the growth of our fan base over time. You will be expected to drive teamwork and collaboration with the entire GridSME team. We are a small company and you may be asked to assist with other projects for the company in addition to your regular job responsibilities. Our company fosters initiative, open and candid communication, ownership, and teamwork – all necessary for our team to achieve its objectives. **The Power Systems Engineer's specific tasks and responsibilities include:**

- Engineering, Reliability & Compliance, and Technical Services consulting work
 - Provide expert advice and Electromagnetic Transient Studies for clients that include:
 - Custom simulation model development and control system design
 - Renewable energy integration and modeling:
 - Weak grid integration studies for wind and solar;
 - SSR, SSCI, and SSTI studies
 - Custom model development
 - Utilize EMTDC training and expertise in performing complex system wide transient stability studies for entities in regions throughout the US.
 - Perform technical engineering analysis to assess and demonstrate our clients' compliance with certain NERC Reliability Standards (e.g., FAC-008, MOD-025/026/027, PRC-005, PRC-019, PRC-024, PRC-025)
 - Manage and lead client projects, communicate with clients and internal team members, and coordinate activities
 - Support our team with Generator Model Validation activities for NERC compliance (i.e.,

MOD-025, MOD-026, and MOD-027) and system operator data submittal requirements (e.g., CAISO TPP, ERCOT)

- Develop generator test plans, coordinate testing activities with the site owners and operators, and perform site visits and field testing of generators in order to collect data for Generator Model Validation activities
- Use power flow tools (e.g., DSA Tools, PSLF, PSS/E, PSCAD) to support consulting projects related to generator model validation, large and small-scale generation projects, reliability assessments, etc.
- Use tools such as Aspen OneLiner and AutoCAD for electrical system drafting and design of transmission, generation, and distribution projects
- Overall teamwork
 - Demonstrate flexibility in learning and growing into any and all of our current and future services (e.g., generator model validation, NERC compliance, grid technology, energy storage, solar, wind, and inverter-based resource challenges, etc.)
 - Recruit and develop resources that can provide value to our clients
 - Manage projects, engagements, and work with the entire GridSME team. We focus on each other's success.
- Business Development
 - Work with the team to connect with potential clients we can help
 - Develop services that add value to current and potential clients
 - Leverage your business relationships to help grow the GridSME client list
 - Develop relationships and industry contacts to assist clients' adaptation to a changing energy world
 - Help in creating proposals and statements of work, placing resources, and managing client relationships beyond your individual consulting efforts
 - Develop clients in a sales cycle methodology and mature each client relationship
- Challenge our status quo
 - Continuously work on areas of the company in need of focus and improvement
 - Assist the Practice Leads, CEO, and COO/CFO with our strategic direction
 - Offering input to our leadership team

Desired Technical Skills and Experience

- Experience with Transmission Planning and Generator Interconnection studies as well as regional regulatory knowledge of generation interconnection processes and procedures of ISOs/RTOs and utilities across the United States.
 - Current preference for ERCOT, MISO, NYISO, and PJM experience.
 - Preference for experience with generation interconnection studies for renewable generation resources and energy storage projects.
- Experience performing simulations and studies in support of long-term transmission planning for reliability and resource adequacy, including contingency analysis (steady state and transient stability), power flow modeling, deliverability and capacity assessments, and NERC/Regional Entity compliance reporting.
- Experience conducting and analyzing transmission planning alternatives studies.
- Ability to develop process controls and quality assurance tools to ensure study accuracy.
- Adept at analyzing and assessing the transmission system in response to requests for long-term transmission service or the interconnection of a new generator or load.
- Well-developed skills performing quantitative analysis, running load flow studies, and fatal flaw analysis using PSSE, PSLF, and similar power flow analysis tools.
- Ability to develop electrical system single-line diagrams, 3-line diagrams, and site layouts.
- Experience developing, analyzing, and verifying generator models, and completing generator model validation requests.
- Possess basic understanding of protection systems, telemetry, and metering.
- Experience developing studies, tools, controls, and processes to meet NERC and Regional Entity Reliability Standards.
- Experience in consulting roles and client service, preferred.
- Programming skills in C++, Python, or VBA programming languages is a plus.

Desired Business Skills

- Strong leadership, project management, time management, and problem-solving skills.
- A penchant to identify and remediate inefficiencies in processes.
- Critical thinking and prioritization of resources to provide the most value to our clients.
- Ability to adapt to a changing environment and make timely decisions.
- Entrepreneurial spirit.
- Ability to work and communicate with technical and non-technical clients.

- Work collaboratively within a team environment.
- Excellent written and oral communication skills.

Desired Education and Certifications

- Bachelor's Degree or higher in Electrical Engineering, Power Systems, or similar.
- Engineering-in-Training or licensed Professional Engineer (PE), multi-state a plus.

Benefits & Compensation

Payroll Schedule

Pay is the 5th (for the 16th to end of month) and 20th (for the 1st to the 15th) of each month.

GridSME Profit Sharing Bonus Program

In this position, you are eligible to participate in all three components of GridSME's Profit Sharing Bonus Program: the Monthly Cash Profit-Sharing Bonus, the Annual Holiday Cash Profit-Sharing Bonus, and the Annual 401(k) Profit-Sharing Bonus. For more information, see Appendix 1_GridSME Profit-Sharing Bonus Plan.

401k Plan

GridSME offers a 401k retirement savings program. GridSME will match all employee 401k contributions up to 6% of your gross cash compensation. Employer 401k match contributions vest immediately. Employer contributions begin with the first payroll period after the employee has worked one full calendar month. For example, if the employee begins on June 15th, the employee will be eligible to participate in the 401k program and receive a company match effective the payroll period beginning August 1st. In addition, the company has the Profit Sharing Bonus program described above.

Health, Dental and Vision Benefits

GridSME offers a group health, dental, and vision insurance plan that you and your family are eligible to join. GridSME will pay 75% of the cost of the base plan's premium for you and your family. GridSME will only pay its share of the premiums for the healthcare plan that GridSME provides.

GridSME offers employees the opportunity to participate in a **Flexible Spending Account (FSA)** and a **Dependent Care Flexible Spending Account** as part of our employee benefits package. In addition, if you are on a high-deductible plan, which is our base medical insurance plan, you will also have the opportunity to participate in a **Health Savings Account (HSA)**. FSA and HSA plans allow employees to set aside money pre-tax to pay for certain healthcare and dependent daycare expenses.

Vacation

You will accrue Three (3) weeks of vacation per calendar year.

Annual Holidays

GridSME observes the following holidays for a total of 10 paid holidays:

- New Year's Day
- Martin Luther King, Jr. Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Plus, your birthday, if it falls on a weekday...if your birthday falls on a non-holiday weekday, you are invited to take it off. If on a weekend or holiday, bad luck...try again next year.

Work Location

You will work from your home office with periodic travel to GridSME's headquarters in Folsom, CA and our clients' sites, as needed.

Evaluation Period

The first ninety (90) days of your employment will be treated as an evaluation period when we will assess your performance and fit with our culture. At the end of this 90-day evaluation period, we will hold a performance review session with you to discuss your performance against the job requirements and expectations. If your performance does not meet those requirements and expectations, we reserve the right to end your employment.