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| **cid:image001.jpg@01C81640.3E8B1740** | BONNEVILLE POWER ADMINISTRATION**NON-COMPETITIVE DETAIL OPPORTUNITY** **INTEREST ANNOUNCEMENT FY23-TT-001-** **IT Project Manager (Director of Transmission Cybersecurity Initiatives) - GS-2210-14- Temporary Promotion-Detail****Director of Transmission Cybersecurity Initiatives*****For Classified position* J08664*-GS-2210-14******Pay Range: 146,874 - $183,500******Full-time detail in 120-day increments******Number of Vacancies: 1*** |

**OPENS:** 03/20/2023 **CLOSES:** 04/10/2023

**POSITION LOCATION:** Vancouver, WA

**WHO MAY APPLY:**

Any Bonneville Power Administration employee with current competitive career conditional/career status currently at the GS-14 and GS-15 grade level. This is a non-competitive temporary promotion or detail NTE 120 days. Employees will need to confirm they have their supervisor’s approval when applying for the non-competitive temporary promotion or detail.

Employees who have non-competitively served a total of 120 days in a temporary promotion or detail to a higher grade within the preceding 12 months are not eligible for a higher-graded opportunity. Contact HR Help at 503-230-3230 if you have questions regarding your eligibility.

**NOTES:** The successful candidate will be detailed to the position of **Director of Transmission Cybersecurity Initiatives)**. Selection from this interest announcement is subject to the requirements of applicable employment practices. Any promotion associated with this announcement will be subject to the following:

1. When an employee already holds the same grade or higher as the position of interest on a permanent basis, then the action will be processed as a detail and may be made for a period up to one year, in 120-day increments. When appropriate, details may be extended for an additional year, in 120-day increments.
2. When an employee holds a lower graded position or is in a position with lower-graded promotion potential than the position of interest, s/he is prohibited from serving in a higher-graded position for more than 120-days in a 52-week period. The action may be processed as a detail or non-competitive temporary promotion at management’s discretion. Employees selected for a non-competitive temporary promotion must meet time in grade, experience, and any minimum education requirements specified under Special Skills & Abilities below. Those who do not meet the time in grade or qualifications requirement(s) may be eligible to accrue experience during a detail. Non-competitive temporary promotions or details to a higher grade may not be extended or made permanent.
3. The employee will be returned to his/her permanent position of record (i.e., position prior to detail) upon completion of the non-competitive temporary promotion or detail opportunity.
4. Temporary promotions and details may be terminated at any time based on the needs of management.

**GENERAL INFORMATION:**

The incumbent will report to the Director of Transmission Technology Services.

The purpose of the position is to meet Transmission Technology Services’ mission and objectives by providing a structured approach and delivery of Transmission’s Cybersecurity Modernization, Cybersecurity Remediation, and FISMA and NERC CIP initiatives. Responsible for organizing and identifying emerging opportunities, obligations, and workload impacts, coordinating Transmission wide cross-organizational efforts, tracking progress through metrics, and reporting results. Leads cross-functional Cybersecurity Improvement for Transmission (CSI:T) from program planning through execution.

**MAJOR DUTIES:**

Serves as a Program Manager and technical expert responsible for directly managing programs and projects in support of Transmission Cybersecurity Improvement Initiatives, including:

1. Serves as senior advisor for the Transmission Technology Services group’s leadership in improving Transmission operational cybersecurity, this role reports to the TT Director and keeps the Director up-to-date on the progress of the various CSI:T efforts, providing additional detail and coordinating and driving changes across Transmission operational technology landscape. The scope of this role is broad, cross functional and engages all levels of the organization and is the sole technical authority in the execution of the Transmission Cybersecurity Improvement Program. The incumbent is required to oversee staff, though may not be direct reports, in the planning, prioritization and execution of the program requirements in consideration of impacts, schedule, risk, budget and technology.
2. This position will be required to quickly understand the depth and breadth of Transmission organizational functions across the CSI:T program areas, all processes and systems, and the interdependencies across the Agency to identify stakeholder, system and organizational impact ensuring optimal program success.
3. This position is responsible for determining the needs for Transmission operational technology cybersecurity and developing policy, processes, and guidelines.
4. Identifies new opportunities to improve CSI:T through partnership with DOE, other PMAs, the Office of Cyber Security and benchmarking with other utilities, industry collaboration, and coordinates professional services engagements. Matches new technologies and partnership options with challenges in CSI:T and ties this information into appropriate organizations.
5. Leads, directs, and coordinates obligations of CSI:T program from various wellsprings including federal (DHS, DOE), regulatory (NERC/WECC, FISMA), internal BPA cyber security assessments, and technological migration and capital improvements. Stacks and tracks these obligations against existing resources and maintains visibility of CSI: T efforts so that work is not duplicated by separate, uncoordinated organizations. Ensures no “white space” so that obligations are mapped to responsible organizations and fully addressed.
6. Identifies and monitors workload requirements of emerging and existing CSI:T projects to maintain awareness of capacity challenges and opportunities. Works with TT Director and Transmission management teams to ensure adequate and effective resourcing of CSI:T program. Advocates and provides relevant supporting data when further resources are identified and required.
7. Recognizes and includes stakeholders in CSI:T efforts by identifying, informing, consulting and problem-solving internal workgroups. Meets regularly with core teams, including chairing the CSI:T management steering team and reporting progress to BPA Front Office Executive Leadership. Escalates conflicts for resolution and brings an organizationally agnostic approach to overcoming challenges and delivering CSI:T solutions on scope, schedule and budget.
8. Establishes effective metrics to ensure CSI:T projects are progressing and delivering as intended. Assesses adequacy of existing metrics and adds emerging measures when needed. Retains records to illustrate trends. Coordinates agency targets in CSI:T space including draft Balanced Scorecard language.
9. Reports regularly on results of CSI:T to BPA’s executive leadership. Identifies concerns and leadership direction, adapting the CSI:T program as needed.
10. Oversee, direct and organize the program work within the context of cross functional project teams supporting requirements and initiatives from Transmission, Finance, Environment, IT, et.al.
11. Promote a culture of high performance and continuous improvement and innovation that values collaboration and commitment to quality.
12. Ensure project team members, though may not be direct reports, receive timely and appropriate feedback and support in coordination with staff line managers.
13. Mentor and develop staff and team members using a supportive and collaborative approach involved in the Cybersecurity Improvement in Transmission program.

**SPECIALIZED EXPERIENCE STATEMENT:**

This position requires specialized experience in **leading and/or managing** cross organizational change, operational cybersecurity programs, capabilities, or operations or related program and project management expertise; Technical knowledge and skills in planning, engineering, operations and maintenance of Transmission operational technology or equivalent.

**HOW TO APPLY:**

Complete a brief memo of interest describing your interest in this detail or temporary promotion assignment and your relevant experience. Submit your memo and a signed Supervisory Acknowledgement statement (below) by close of business on 3/XX/23 kahunter@bpa.gov. Do NOT submit a resume.

SUPERVISOR’S ACKNOWLEDGEMENT

**INTEREST ANNOUNCEMENTFY23-TT-001- IT Project Manager (Director of Transmission Cybersecurity Initiatives) - GS-2210-14- Temporary Promotion-Detail**

I acknowledge that \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ has requested consideration for this position. I understand this temporary assignment is a detail and will be up to 1 year extended in 120 increments.

I am willing to consider approving the detail and understand the salary, travel, lodging, M&IE costs and/or FTE for the duration of the detail will be funded by the Transmission Technology Services organization.

Supervisor’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor’s Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Routing: \_\_\_\_\_\_\_\_\_\_\_\_\_