

**JOB ANALYSIS WORKSHEET**  
**FLINT ELECTRIC MEMBERSHIP CORPORATION**  
**P. O. BOX 308, 3 SOUTH MACON STREET, REYNOLDS, GEORGIA 31076**

<b>JOB POSTING</b>	<b>INTERNAL/EXTERNAL POSTING</b> ( <i>Employees and Individuals meeting the following requirements are eligible to apply.</i> )
<b>JOB TITLE</b>	<b>ELECTRICAL ENGINEER (POWER SYSTEMS)</b>
<b>JOB LOCATION</b>	<b>FLINT EMC SERVICE CENTER, 1937 Electric Avenue, Fort Valley, GA</b>
<b>JOB CLASSIFICATION</b>	<b>OUTSIDE JOB; EXEMPT</b>
<b>SUPERVISOR</b>	<b>Director of Engineering</b>
<b>LAST DATE REVIEWED</b>	<b>March 2026</b>
<b>JOB SUMMARY</b>	Supports developments of RUS Long Range and Four-Year Planning Studies; solves voltage and capacity problems meeting RUS guidelines; reviews substation and line equipment for adequate capacity to handle load, fault current, and voltage. Works in the office and travels to substations and member sites as required to design, operate, and maintain Flint's electrical distribution system. Performs sectionalizing studies, system protection, SCADA, Distribution Automation, and other typical electrical engineering activities. Supports the activities of the Director of Engineering as directed. Provides technical support to Engineering & Operations employees in solving problems that may arise.
<b>EDUCATION / TRAINING</b>	<p><b>Required:</b></p> <ul style="list-style-type: none"> <li>• Bachelor of Science in Engineering or Engineering Technology from ABET accredited educational institution.</li> </ul> <p><b>Preferred:</b></p> <ul style="list-style-type: none"> <li>• Bachelor of Science in Electrical Engineering</li> <li>• Engineering experience with an electric utility</li> <li>• E.I.T. Certification and Professional Licensure attainability</li> <li>• Experience with system protection and coordination</li> <li>• Experience with system modeling including ampacity, voltage drop and impedance calculations using commercial utility analysis software.</li> <li>• Experience with substation design and construction</li> <li>• Experience with relay and apparatus testing</li> <li>• Experience with SCADA design, programming, and testing</li> <li>• Experience with Field Engineering including structural analysis, pole top framing, transformer sizing and area light design.</li> <li>• Experience with network design and implementation</li> <li>• Experience with apparatus and equipment specifications and standards</li> <li>• Experience with distribution automation design and programming including relay logic.</li> <li>• Experience with cybersecurity implementation and standards</li> </ul>
<b>KNOWLEDGE / INTERPERSONAL SKILLS</b>	<p><b>Required:</b></p> <ul style="list-style-type: none"> <li>• Proficiency with Microsoft Office Software, specifically Word, Excel, Outlook, etc.</li> <li>• Ability to become proficient using various database applications to create, maintain, query, and generate reports of tabular data.</li> <li>• Ability to obtain and maintain Integrated Transmission Systems (I.T.S.) switching certification within two (2) years of employment.</li> <li>• Positive Attitude and willingness to be a team player in support of exceptional internal and external customer service.</li> <li>• Willingness to learn and use new skills and procedures.</li> <li>• Self-starter with ability to make independent decisions.</li> <li>• Ability to multi-task and work with multi-functional applications</li> </ul> <p><b>Preferred:</b></p> <ul style="list-style-type: none"> <li>• Knowledge of RUS standards for electrical distribution line construction</li> <li>• Working knowledge of National Electric Safety Code and National Electric Code</li> <li>• Working knowledge of engineering analysis software such as Milsoft, LightTable, SEL QuickSet and SEL RTAC</li> <li>• Experience with Schweitzer Engineering Laboratories (SEL) equipment.</li> </ul>
<b>WORKING HOURS / ON-CALL DUTY</b>	<ul style="list-style-type: none"> <li>• Working hours - Typically 5 - 8 Hour days with one hour for lunch. (Specific schedule to change to meet the needs of the company).</li> <li>• Must be able to accept after-hours calls by phone and work after-hours in emergency situations</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Must have and maintain a valid driver's license with a verifiable safe driving record (MVR required)</li> <li>• Must be willing to accept communications of company and security updates notifications by phone.</li> <li>• Must live within 60 minutes of Flint's Service Center located at 1937 Electric Ave, Fort Valley, GA (32.585878, -83.720310)</li> </ul>
<b>APPLYING FOR JOB</b>	<ul style="list-style-type: none"> <li>• Job Change Applications are available from Human Resources or the intranet and <b>MUST</b> be submitted via e-mail to (<a href="mailto:hr@flintemc.com">hr@flintemc.com</a>). Emailed application must be received by <b>5:00 p.m., Wednesday, March 25, 2026</b>.</li> <li>• Qualified external applicants may print an application from our website, <a href="http://www.flintenergies.com">www.flintenergies.com</a>, or pick up an application from our offices at 98 Carl Vinson Parkway, Warner Robins, GA or 3 South Macon Street, Reynolds, GA. <b>The deadline for external applications is 5:00p.m., Friday, April 10, 2026.</b></li> <li>• <b>Anticipated start date: June-July 2026.</b></li> <li>• Contacts: Stephanie Cebada-Bembry, 478-218-5542 or Tracie Lord, Ext. 478-218-5653.</li> </ul>

**FLINT EMC IS AN EOE/AA: MINORITIES / FEMALES / VETERANS / DISABLED**  
**DRUG FREE / SMOKE FREE WORKPLACE**

**PHYSICAL DEMANDS FOR ESSENTIAL FUNCTIONS  
ELECTRICAL ENGINEER (POWER SYSTEMS)**

<b>ALERTNESS &amp; CONCENTRATION</b>	Must be able to concentrate on several things at one time. Be alert to give and receive information and analyze data to make important decisions.
<b>ABILITY TO DEAL WITH STRESS</b>	Must be able to work under pressure, handle tense situations, resolve complaints, and control anger and attitude. Contributes to team spirit and enthusiasm.
<b>VISION</b>	<b>Far Visual Acuity</b> - As necessary to drive. <b>Near Visual Acuity</b> - Must be able to see computer screen, keyboard, and read all types of paperwork, including small figures. Necessary for operating necessary office equipment. <b>Peripheral Vision</b> - As necessary for driving. <b>Color Vision</b> - As necessary for recognizing appropriate forms and driving. <b>Depth Perception</b> - As necessary for driving. <b>Night Vision</b> - Same as above
<b>HEARING</b>	(Normal Tones) Hears and comprehends spoken conversation over telephone and in person.
<b>SPEECH</b>	Speaks loudly and clearly enough to be accurately understood. Voice must be pleasant, tactful, and professional. Must be able to make effective presentations for all age groups.
<b>SITTING / STANDING</b>	Sits a maximum of 2 hours at a time, up to a total of 8 hours per day. (Whatever amount required for after-hours meetings.) Can stand up as needed. Normally stands less than 1 hour per day. Occasionally stands for making presentations.
<b>WORKER MOBILITY / WALKING</b>	Can change positions at will. Minimal walking around office and job sites.
<b>LIFTING / CARRYING</b>	Occasionally lifts files, small tools, research books, and printouts. Seldom anything over 25 pounds. Required to open/close desk drawers and file cabinets.
<b>BENDING</b>	Bends from neck for talking on telephone. Bends from waist to retrieve documents in files and desk drawers. Twisting Intermittent.
<b>REACHING / HANDLING</b>	Wrist, hand, and arm frequently used for operating PC, calculator, writing, performing miscellaneous general office work, and driving automobile.
<b>TWISTING / CLIMBING / CRAWLING</b>	Can be avoided somewhat by taking step in direction of the work. Occasionally climbs on and off trucks and equipment when on job site with crews.
<b>ENVIRONMENTAL FACTORS</b>	Job is located indoors in a heated/air-conditioned building. No noise, light, fumes, or dust hazards present. May occasionally visit outdoor business facilities and job sites.
<b>MACHINES / TOOLS/ EQUIPMENT</b>	Hand tools, voltmeter, amp meter, computer, copier, fax, stapler, and other miscellaneous office equipment.
<b>SAFETY EQUIPMENT / SAFETY LOSS CONTROL PROCEDURES</b>	Hard hat, rubber gloves, overshoes, safety glasses, work gloves, sleeves. Mayday, CPR, First Aid and Defensive Driving. Follows prescribed safety rules.
<b>DRUG TEST / PHYSICAL EXAM</b>	Drug test required for pre-employment and random thereafter. Employment entrance physical exam required.

Requirements are subject to possible modification to reasonably accommodate individuals with disabilities provided it does not pose a direct threat or significant risk to the health and safety of themselves or other employees.