

**In Compliance with 18 C.F.R. Section Part 358.7(f)(1) Xcel Energy Position Summaries - Version 49**

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**Job Descriptions Updated 03-24-26**

This file contains summary position descriptions and job titles for Transmission Function employees of the Xcel Energy Electric

Job Title	Summary	Company
Sr Energy Accountant	Perform transmission system energy accounting and related analysis for C&FO Business Unit. Point-of-contact interacting with all level customers for transmission energy scheduled and metered, assuring accuracy of all after-the-fact data. Provide and ensure reconciliation of all discrepancies relating to transmission system energy accounting data. Provide Meter Data Management Agent (MDMA) leadership and analysis delivering settlement quality data to MISO and XCE. Provide direction to staff members to resolve technical problems, reporting issues, and accounting problems. Perform analysis of daily computations of Control Area and native load, internal and external transaction reporting, and provide expertise to Business Systems in development of transmission system energy accounting database. The position originates and delivers reports relating to transmission system data, and helps determine requirements for Control Area settlement issues.	NSPM, NSPW, PSCO, SPS
Transmission Energy Accountant	Perform transmission system energy accounting and related analysis for assigned transmission region. Check out monthly transmission accounting and create invoices & payment request. Customer point-of-contact for transmission energy scheduled and metered, and after the fact accuracy of data. Provide accurate accounting as the Meter Agent for regional ISO/RTO/TSO or Tariff Administrator and other entities as required.  Calculate and report the daily Control area and native load, internal and external transaction reporting, checking the accuracy of tie line numbers, and gathering information needed for FERC form 1 reporting. and after the fact accuracy of data. Provide accurate accounting as the Meter Agent for regional ISO/RTO/TSO or Tariff Administrator and other entities as required.	NSPM, NSPW, PSCO, SPS
Prin Land Rights Agent	This position has considerable latitude for decisions relating to the need for permits, negotiate acceptable permit conditions and determine appropriate measures to minimize environmental impacts. Assignments are often self-initiated. Possess expert knowledge of land rights principles and regulations and applies them in creative and effective ways to a broad range of complex assignments. Must demonstrate exceptional diplomacy skills and judgment to balance competing objectives. Leads sensitive negotiations and settlements and provides management with sound analytic analyses to support compensation decision-making. Proven track record in successfully managing project schedules and budgets.	NSPM, NSPW, PSCO, SPS

Siting and Land Rights Agent	Performs the range of agent activities associated with the planning, siting and acquisition of permits and land rights for the construction, operation and maintenance of electrical and gas utility facilities for Xcel Energy and its operating and subsidiary companies. Works under minimal supervision conferring primarily on unusual matters and has appreciable latitude for unreviewed actions and/or decisions.	NSPM, NSPW, PSCO, SPS
Sr Transmission Business Analyst	Review and maintain a strong understanding of all FERC orders/rulings, PSC/PUC requirements and RTO policies and procedures that affect interconnection and transmission activities in order to advise and provide key support to the Transmission Account Representatives and Management. Monitor and provide direction on all FERC filings related to the Transmission business to assure that they comply with all FERC filing requirements. Maintain a strong knowledge and expertise relating to Projectwise, the EQR and e-Tariff.	NSPM, NSPW, PSCO, SPS
Appr Field Oper 1st 6 Mos	Manage the Xcel Energy Open Access Transmission Tariff (OATT). Manage Electronic Quarterly Reports (EQR) and reporting requirements for Transmission. Support Transmission Account Representatives with creation and maintenance within the Projectwise contract database. Participate in and prepare FERC filings for the OATT and transmission agreements. Monitor and comply with FERC filing requirements related to transmission service. Track Requirements and assure compliance with existing transmission contracts.	NSPM, NSPW, PSCO, SPS
Appr Field Oper 1st 6 Mos	Summary unavailable – Bargaining position.	PSCO
Administrative Assistant II	Performs a wide variety of routine and non-routine administrative functions and secretarial services. Handles details and assignments of a routine nature within agreed upon limits using established guidelines and procedures.	NSPM, NSPW, PSCO, SPS
Administrative Assistant III	Performs a wide variety of administrative functions and secretarial services. Handles details and assignments of a moderately complex nature within agreed upon limits using established guidelines and procedures.	NSPM, NSPW, PSCO, SPS
CONTRACTOR*OUTSOURCING	Performs a wide variety of administrative functions and secretarial services. Handles details and assignments of a moderately complex nature within agreed upon limits using established guidelines and procedures.	NSPM, NSPW, PSCO, SPS
CONTRACTOR*PROF/ CONSULTANT	Provides technical consulting services for various Transmission projects under the direction of an Engineer, Principal or Supervisor, Engineering. Acts as a technical resource to internal engineering teams and management. May execute field assignments in lieu of company engineering personnel.	NSPM, NSPW, PSCO, SPS
CONTRACTOR*STAFF AUGMENTATION	Provides technical consulting services for various Transmission projects under the direction of an Engineer, Principal or Supervisor, Engineering. Acts as a technical resource to internal engineering teams and management. May execute field assignments in lieu of company engineering personnel.	NSPM, NSPW, PSCO, SPS

Sr Training Coordinator	Manage and coordinate the Transmission Control Center Operator Training Program for all of Xcel Energy and Operator Training Performance Database for an Xcel Energy jurisdiction. Responsible for the maintenance of Xcel Energy's status as a credited NERC Training Provider. Responsible for the NERC database that includes all Individual Learning Assessments (ILA's) are kept current and up to date. Responsible for the LMS and web-e database. Provide classroom, simulation, web-based, and hands-on training throughout Electric Operations in Transmission and Distribution System Operations. Training topics include NERC Standards, Regional Reliability Organization procedures, EMS Software training, Emergency Operations, Lead training NERC Audit discussion of the program strategy/philosophy, tactical implication and achieving specific compliance requirement for specific operating company. Coordinate the use of other training contractors, regional program and EMS simulation. Coordinate the quarterly meeting of the three regional trainers. Implement the control center job and task analysis on an individual operator basis. Provide operator-training services to Commercial Operations and EMS training for Distribution dispatchers.	NSPM, NSPW, PSCO, SPS
Sr Database EMS SCADA Specialist	Responsible for daily administration, problem-solving, and oversight of one or more advanced applications utilized to control and monitor the electrical grid. Responsible for ongoing development and implementation of SCADA applications. Apply business knowledge and application expertise to support the implementation and maintenance of the Energy Management System (EMS) database and display work activity for the electrical system and available telemetry. Assess the need for and monitor modifications to the database impacting the real-time SCADA System while supporting other applications including Automatic Generation Control (AGC), Energy Accounting, ICCP, ITS, and Network Analysis, which are all used for controlling and monitoring Xcel Energy's electrical grid.	NSPM, NSPW, PSCO, SPS
Dir, Control Center & Trouble Ops	Provides overall strategic leadership and direction to distribution control centers, trouble operations, system reliability, outage response, grid management execution, and regulatory quality of service requirements. Responsible for leading edge technology, to execute and operate elevating levels of distributed energy resources and customer electrification offerings. Accountable for achieving specific safety, productivity, customer service, financial, operating plan execution, and delivery of reliability targets that are consistent with the business.	NSPM, NSPW, PSCO, SPS
Dir, Sys Protect & Comm Eng	Provides company-wide visionary and strategic leadership while directing the engineering, communication and cyber security teams for Xcel Energy's system protection and substation communication assets. Accountable for innovative and cost-effective designs, real-time technical support to maintenance and operations teams for transmission and distribution substations. Accountable for performance to applicable NERC Protection and Control (PRC) and Critical Infrastructure Protection (CIP) standards on substation assets. Anticipates and positions the organization to meet future needs in a changing, competitive environment. Accountable for attainment of corporate and business unit goals and objectives. Committed to employee development.	NSPM, NSPW, PSCO, SPS

Dir, Trans Field Operations	Provides leadership, strategic and daily operation direction for activities to support transmission and substation construction, transmission line field operations, transmission civil construction and transmission trucking. Achieves organizational, safety, productivity, construction schedule performance, construction cost performance, and reliability targets by leading employees. Works cross jurisdictionally to establish competitive bidding and execution strategy. Responsible implementing cross regional operational strategies, organizational vision, mission, objectives and behavioral expectations. Provide safe, stimulating and rewarding work environment.	NSPM, NSPW, PSCO, SPS
Sr Dir, System Operations	Maintain reliability and security of the northern control area while maximizing transmission business unit revenues and minimizing liability risk(FERC 211, NERC compliance, RTO (MISO) compliance, public safety, etc). Coordinate operating policies with other Xcel control areas. This position is also accountable for achieving specific productivity, safety, customer service, and delivery reliability targets.	NSPM, NSPW, PSCO, SPS
Sr Dir, Sys Protect and Comm Eng	Provides company-wide visionary and strategic leadership while directing the engineering, communication and cyber security teams for Xcel Energy's system protection and substation communication assets. Accountable for innovative and cost-effective designs, real-time technical support to maintenance and operations teams for transmission and distribution substations. Accountable for performance to applicable NERC Protection and Control (PRC) and Critical Infrastructure Protection (CIP) standards on substation assets. Anticipates and positions the organization to meet future needs in a changing, competitive environment. Accountable for attainment of corporate and business unit goals and objectives. Committed to employee development.	NSPM, NSPW, PSCO, SPS
Dir, Strategic Transmission Planning	Provide strategic development and implementation oversight of Xcel Energy's transmission planning in all Operating Company jurisdictions while meeting regulatory, corporate, operational and financial goals. Provide coordinated vision, leadership, direction and support to the transmission planning in each jurisdiction, including communication strategies, working with leadership and various functional teams to refine and execute the project plans, and establishing and cultivating key business relationships. Provide leadership, coordination, and technical expertise to ensure the scope of the transmission plans are developed on time to meet regulatory milestones, and within financial guidelines. Facilitate inter- and intra-company issue identification and resolution necessary to keep all transmission planning initiatives on track.	NSPM, NSPW, PSCO, SPS

Engineer	<p>This is an entry level position designed to develop technical expertise in a particular area of specialty. Performs work that involves conventional types of plans, investigations, surveys, structures or equipment with relatively few complex features for which there are precedents. Activities are of limited scope requiring knowledge of principles and techniques commonly employed in the specific narrow area of assignments. May lead small-medium, non-critical projects and/or provide field oversight of critical projects under the direction of higher level engineer or supervisor. Work is reviewed for soundness of technical judgment, overall adequacy and accuracy. As proficiency is gained, may work on portions of larger projects. Works under supervision and follows established procedures. May supervise or coordinate the work of interns, drafters, craft personnel, technicians and/or others.</p>	NSPM, NSPW, PSCO, SPS
Engineering Consulting	<p>A recognized leader and authority in the organization and externally in a broad area of specialization or in a narrow but intensely specialized field. Exhibits an exceptional degree of technical expertise, ingenuity, creativity, and resourcefulness. Applies and/or develops highly advanced technologies, scientific principles, theories and concepts. Acts as a technical resource to associates and others with a high degree of reliance placed on the scientific interpretations and advice. Serves as consultant to top management in long-range company planning concerning new or projected areas of technological research and advancements. Prime spokesperson on company's technical capabilities and future directions. Work is checked only to the effectiveness of results obtained, typically requiring a long-term perspective. Virtually self-supervisory. May provide daily oversight for a staff of engineers, craft personnel and technicians. May lead critical, complex, and/or multi-year duration projects.</p>	NSPM, NSPW, PSCO, SPS
Prin Engineer	<p>Viewed as the technical engineer or subject matter expert for the organization in the application of advanced theories, concepts, principles, and processes for an assigned area of responsibility (i.e. subject matter, function, type of facility, equipment or product). Contributes to the development of new principles and concepts. Problems must be approached through a series of complex and conceptually related studies, are difficult to define, require unconventional or innovative approaches, and require sophisticated research techniques. Responsible for major project or several complex projects of moderate to large scope. Serves as organization spokesperson on advanced projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications. Maintains contacts with individuals and units within and outside the corporation for action on technical matters. Works under consultative direction toward broad general goals and objectives. Assignments are often self-initiated. Determine and pursue courses of action necessary to obtain desired results. Work checked through consultation and agreement with others rather than by formal review of superior. May provide work direction for a team of engineers, technicians and other professionals as necessary to complete assignments. This includes evaluation of work progress and results/feedback to supervisors on performance. May lead multiple critical and/or complex projects.</p>	NSPM, NSPW, PSCO, SPS

Sr Engineer	<p>Applies extensive technical expertise, and has full knowledge of other related disciplines. Performs as a staff advisor and consultant in a technical specialty, a type of facility or equipment, or a program function. Carries out complex or innovative assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new/improved techniques and procedures or new/refined equipment, materials, processes, products, and/or scientific methods. Represents the organization as the prime technical contact on contracts and projects and interacts with senior external personnel on significant technical matters often requiring coordination between organizations. Work is performed without appreciable direction and considerable latitude is exercised in determining technical objectives of assignment. Guidance relates largely to overall objectives, critical issues, new concepts and policy matters. Completed work is reviewed from a relatively long- term perspective, for desired results. May assign tasks to and direct engineers, technicians, craft personnel and administrative staff, including coordination and review of work assignments. Responsible for (and may lead) multiple projects of moderate to large size or portions of major projects.</p>	NSPM, NSPW, PSCO, SPS
Staff Engineer	<p>Under general direction, demonstrates complete understanding &amp; wide application of engineering technical principle, theories, &amp; concepts in the field. Independently determines &amp; develops approaches to solutions. Receives technical guidance on complex problems; completed work reviewed for adequacy in meeting objectives. May lead small-medium non-critical projects or critical projects under direction of higher level engineer/supervisor. May provide work direction to other professionals &amp;/or staff. Represents the organization in providing solutions to difficult technical issues associated with specific projects. Frequent inter-organizational &amp; outside customer contact. Demonstrates a broad knowledge &amp; proficiency of precedents in the specialty area, a good knowledge of related specialties, &amp; general knowledge of other related disciplines.</p>	NSPM, NSPW, PSCO, SPS
Transmission Planning Engineer	<p>This is an entry level position designed to develop technical expertise in transmission planning and power systems simulations. The Engineer performs work that involves conventional plans, investigations, studies, or modeling equipment with relatively few complex features and for which there are precedents. Activities are of limited scope requiring knowledge of principles and techniques commonly employed in power systems engineering. Engineer will work under the guidance of more senior engineers, learning the intricacies of planning and modeling tools used for system evaluations and contributing to large system studies that span multiple years into the future. As proficiency is gained, may work on portions of larger projects. Works under supervision and follows established procedures. May supervise or coordinate the work of interns, technicians and/or others and develop scope of work documents under the supervision of higher-level engineers. This role requires a balance of technical acumen and strong communication skills, as the entry-level engineer will need to convey technical concepts clearly and effectively to both technical and non-technical stakeholders. Communication will occur in various formats, including in-person meetings, virtual discussions, and written reports.</p>	NSPM, NSPW, PSCO, SPS

<p>Transmission Planning Staff Engineer</p>	<p>Working under general direction, demonstrates complete understanding and wide application of power systems engineering technical principles, theories, and concepts. Independently determines and develops approaches to solutions. Receives technical guidance on complex problems; completed work reviewed for adequacy in meeting objectives. May lead small/medium projects or implement critical projects under direction of higher-level engineer or supervisor. May provide work direction to other professionals and/or staff. Represents the organization in providing solutions to difficult technical issues associated with specific projects. Frequent inter-organizational and outside customer contact. Demonstrates a broad knowledge and proficiency of precedents in the power systems modeling and transmission planning, a good knowledge of related specialties, and general knowledge of other related disciplines. May be asked to support company within Regional Transmission Organization (RTO) working groups and/or task forces. This role requires a balance of technical acumen and strong communication skills, as the staff engineer will need to convey technical concepts clearly and effectively to both technical and non-technical stakeholders. Communication will occur in various formats, including in-person meetings, virtual discussions, and written reports.</p>	<p>NSPM, NSPW, PSCO, SPS</p>
<p>Transmission Planning Sr Engineer</p>	<p>Applies extensive technical expertise and has full knowledge of other related disciplines. Performs as a staff advisor and consultant in a technical specialty, a type of facility or equipment, or a program function. Carries out complex or innovative assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new/improved techniques and procedures or new/refined equipment, materials, processes, products, and/or scientific methods. Represents the organization as the prime technical contact on contracts and projects and interacts with senior external personnel on significant technical matters often requiring coordination between organizations. Work is performed without appreciable direction and considerable latitude is exercised in determining technical objectives of assignment. Guidance relates largely to overall objectives, critical issues, new concepts and policy matters. Completed work is reviewed from a relatively long-term perspective, for desired results. May assign tasks to and direct engineers, technicians, craft personnel and administrative staff, including coordination and review of work assignments. Responsible for (and may lead) multiple projects of moderate to large size or portions of major projects. This role requires a balance of technical acumen and strong communication skills, as the senior engineer will need to convey technical concepts clearly and effectively to both technical and non-technical stakeholders. Communication will occur in various formats, including in-person meetings, virtual discussions, presentations to leadership, and written reports.</p>	<p>NSPM, NSPW, PSCO, SPS</p>

Transmission Planning Prin Engineer	Viewed as the technical engineer or subject matter expert for the organization in the application of advanced theories, concepts, principles, and processes in power systems modeling and analysis and/or transmission planning. Contributes to the development of new principles and concepts. Problems must be approached through a series of complex and conceptually related studies, are difficult to define, require unconventional or innovative approaches, and require sophisticated research techniques. Responsible for major project or several complex projects of moderate to large scope. Serves as organization spokesperson on advanced projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications. Maintains contacts with individuals and units within and outside the corporation for action on technical matters. Works under consultative direction toward broad general goals and objectives. Assignments are often self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work checked through consultation and agreement with others rather than by formal review of superior. May provide work direction for a team of engineers, technicians and other professionals as necessary to complete assignments. This includes evaluation of work progress and results/feedback to supervisors on performance. May lead multiple critical and/or complex projects. This role requires a balance of technical acumen and strong communication skills, as the principal engineer will need to convey technical concepts clearly and effectively to both technical and non-technical stakeholders. Communication will occur in various formats, including in-person meetings, virtual discussions, presentations to leadership, and written reports.	NSPM, NSPW, PSCO, SPS
Transmission Planning Consulting Engineer	A recognized leader and authority in the organization and externally in a broad area of specialization or in a narrow but intensely specialized field. Exhibits an exceptional degree of technical expertise, ingenuity, creativity, and resourcefulness. Applies and/or develops highly advanced technologies, scientific principles, theories and concepts. Acts as a technical resource to associates and others with a high degree of reliance placed on the scientific interpretations and advice. Serves as consultant to top management in long-range company planning concerning new or projected areas of technological research and advancements. Prime spokesperson on company's technical capabilities and future directions. Work is checked only to the effectiveness of results obtained, typically requiring a long-term perspective. Virtually self-supervisory. May provide daily oversight for a staff of interns, engineers, and technicians. May lead critical, complex, and/or multi-year duration projects.	NSPM, NSPW, PSCO, SPS
Sr Mgr, Engineering	Provides visionary and strategic leadership while directing substation engineering and design activities for high voltage distribution and transmission substations. Accountable for innovative and cost-effective designs, resident technical matter expertise, and real-time technical support services to construction and operations teams for high voltage distribution and transmission substations. Anticipates and positions the organization to meet future needs in a changing, competitive environment. Accountable for attainment of corporate and business unit goals and objectives. Committed to employee development.	NSPM, NSPW, PSCO, SPS
Electrician Appr 3 <sup>rd</sup> Yr	Summary unavailable – Bargaining position.	SPS

Electrician Journey Worker	Summary unavailable – Bargaining position.	SPS
Grad School Eng Intern	Intern in Transmission business organization. Duties as assigned by supervisor.	NSPM, NSPW, PSCO, SPS
HS Student Program	Intern in Transmission business organization. Duties as assigned by supervisor.	NSPM, NSPW, PSCO, SPS
Junior Business Intern	Intern in Transmission business organization. Duties as assigned by supervisor.	NSPM, NSPW, PSCO, SPS
Junior Technical Intern	Intern in Transmission business organization. Duties as assigned by supervisor.	NSPM, NSPW, PSCO, SPS
Sr Business Intern	Intern in Transmission business organization. Duties as assigned by supervisor.	NSPM, NSPW, PSCO, SPS
Junior Eng Intern	Intern in Transmission business organization. Duties as assigned by supervisor.	NSPM, NSPW, PSCO, SPS
Network Reliability Lead	The Network Reliability Lead position manages and is responsible for the real-time operation and reliability of Xcel Energy’s transmission system. The Network Reliability Lead supervises the actions of the Transmission System Operator and Balancing Authority Operator working directly on shift. Oversees Transmission Desk and Balancing Authority Desk issues and is responsible to conduct training exercises and determining shift coverage for safe, reliable 24 X 7 operations. The Network Reliability Lead makes final operational decisions in the real-time operation and reliability of Xcel Energy’s transmission system. The Network Reliability Lead is responsible for making internal and external communications and coordination during normal and emergency operating conditions. Act as an Incident Leader during emergency conditions and manage MissionMode alerts and situation rooms.	NSPM, NSPW, PSCO, SPS
Network Reliability Lead Thereafter	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
NRL in Training	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Temporary Lead NRL	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS

Mgr, Control Center Asst	Position exists to ensure regional reliability through management of the Xcel Energy's bulk electric transmission system while ensuring adequacy of energy supply to the Xcel Energy balancing authority areas and reliability region. Ensure transmission services are administered consistent with Xcel Energy's Tariff. Perform operational liaison duties between Xcel Energy transmission system operations, Xcel Energy generation, Xcel Energy distribution, Xcel Energy management, Xcel Energy commercial operations, NERC, FERC, MRO, WECC, SPP, Reliability Coordinators, renewable energy developers, other non-Xcel Energy entities located within our Balancing Authority Area, and electric systems within the Eastern Interconnection, the Western Interconnection and the Electric Reliability Council of Texas.	NSPM, NSPW, PSCO, SPS
Mgr, Distribution Energy Res Integration	Applies visionary and strategic leadership in directing the activities of the Distribution Engineering organization to manage the Distributed Energy Resources (DER) integration processes across company service territories ensuring the safe and reliable operation of the distribution system. Supports and advocates for effective DER integration polices, working with public utility commissions and key stakeholders to align rules and processes to support the company's strategic direction. Works closely with Customer Solutions and Distribution Operations leadership to ensure compliance with applicable rule and regulations. Provides engineering expertise regarding DER, grid impacts and project management. Represents the company in regulatory and legal matters. Manages routine budgets.	NSPM, NSPW, PSCO, SPS
Mgr, Operations	Standard Operations Position. Supervise a high performing, safe operations team across multiple functions, facilities, or commodities while driving the efficient and cost-effective use of numerous resources through consistent and effective application of policies and procedures. Assure safe, reliable, and compliant operations, drive continuous improvement, and ensure customer satisfaction. Drive attainment of corporate and business unit strategies, goals and objectives, and process and performance metrics.	NSPM, NSPW, PSCO, SPS
Mgr, Real Time Planning	Coordinates and directs the Real time Planning engineering functions supporting the real-time dispatch of the electric generation and transmission system across Xcel Energy's operating jurisdictions; NSP, PSCO and SPS. Responsible for coordination with neighboring transmission operating entities, Regional Coordinators Regional Reliability Organizations, Regional Transmission Operators and relevant Xcel Energy departments.	NSPM, NSPW, PSCO, SPS
Mgr, Regional Transmission Planning	Leads the Regional Transmission Planning group in performing regionally-focused transmission planning analyses, participating in regional transmission planning activities and forums, interacting with and influencing regional transmission planning organizations and stakeholders, and incorporating regionally-focused transmission projects into a comprehensive, risk-assessed and economic transmission plan and capital budget through strong coordination with Transmission Asset Management groups. Coordinates with Regional Transmission Policy group on strategic transmission planning policy development and influence matters. Represents the company in various regional coordinating council, joint planning, and associated regulatory groups and matters.	NSPM, NSPW, PSCO, SPS

Sr Mgr, Trans Control Center	Manage all aspects of the Transmission system control center function ensuring Xcel Energy transmission system operating reliability and energy supply balance to the Xcel Energy control areas. Has overall responsibility to ensure compliance with Xcel Energy tariffs, state, FERC, NERC, RTO, ISO, regional reliability organization rules, regulations, policies, and criteria.	NSPM, NSPW, PSCO, SPS
Mgr, Substation Communication	Provides visionary and strategic leadership as well as develop and execute corporate and Transmission strategic communication system plans while directing Substation Communication Engineering activities for high voltage distribution and transmission substations. Accountable for innovative designs, resident technical matter expertise and real-time technical support services to communication technician and transmission operation teams for high voltage distribution and transmission substations. Also accountable for the attainment of Xcel Energy NERC compliance goals and objectives related to system protection communications. Develop training programs for a department of engineers. The position will be responsible for the management of the day-to-day operations of the team, including review of engineering solutions, job assignments, and coordinating with other departments.	NSPM, NSPW, PSCO, SPS
Mgr, System Protecting Eng	Accountable for attainment of operating company NERC compliance goals and objectives related to system protection. Assists in the development and execution of the strategic plan while directing system protection engineering activities for high voltage distribution and transmission substations. Accountable for innovative designs, resident technical matter expertise, and real-time technical support services to system protection technicians and operations teams for high voltage distribution and transmission substations. Accountable for the development and training of department engineers. The position will be responsible for the management of the day-to-day operations of the team, including review of engineering solutions, job assignments, and coordinating with other departments.	NSPM, NSPW, PSCO, SPS
Mgr, Transmission Planning	Applies visionary and strategic leadership in directing the Transmission Asset Management/Planning group in performing transmission planning analyses, participating in various transmission vision, strategy development or project teams and forums, interacting with and influencing locally-focused transmission planning-related organizations, utilities and stakeholders, and developing and implementing a rigorous asset management analysis and prioritization scheme in order to produce and implement a comprehensive, risk-assessed and economic transmission plan and capital budget in compliance with all applicable transmission reliability standards, business unit and corporate objectives. Coordinates with Regional Transmission Planning group to incorporate regionally-focused needs and plans into the overall comprehensive and balanced investment plan. Represents the company in various regional coordinating council, joint planning, and associated regulatory groups and matters.	NSPM, NSPW, PSCO, SPS

Mgr, Transmission Business Relation	Leads Transmission Account Representatives, associated staff and contractors in full scope of responsibilities associated with business relationship management and extremely complex contract negotiations with internal and external Customers. Provides strategic and tactical project negotiation advice and direction. Conceptualizes and manages continuous improvement within the transmission business relations arena and business implementation opportunities. Cultivates and proactively manages effective working relationships with internal and external customers.	NSPM, NSPW, PSCO, SPS
Open Access Transmission Tariff Program Manager	Provides end to end program management of all transmission and interconnection service requests for PSCo under the Xcel Energy Joint Open Access Transmission Tariff (OATT), including (1) Point-to Point Transmission Service, (2) Network Integration Transmission Service, (3) Generator Interconnection Service and (4) modifications to such service. Ensures the processing of such requests complies with tariff requirements, FERC policy and Company procedures. Coordinates with internal groups, leadership, consultants, external parties and is responsible for the timely delivery of the studies. May perform studies themselves if needed. Accountable for overall process. Acts as a technical expert for OATT studies, including providing testimony as needed for regulatory proceedings. Develops and updates processes and procedures, including implementing controls and metrics reporting. Other duties as assigned, such as the determination of available transfer or flow capability.	NSPM, NSPW, PSCO, SPS
Balancing Authority Operator	The Balancing Authority Operator position is responsible for the real-time monitoring and operation of Xcel Energy's Balancing Authority Area/Local Balancing Authority Area. Monitor the Xcel Balancing Authority Area and take independent actions to ensure the security and reliability is consistent with NERC and RRO requirements. Ensure the accuracy of Energy Management System data relating to Balancing Authority Area interchange, load, and generation; and Transmission service schedules; and interconnected tie lines. The Balancing Authority Operator has the independent authority to perform necessary actions to maintain reliability, including emergency generation replacement, unscheduled load relief, firm load shedding, and black-start recovery.	NSPM, NSPW, PSCO, SPS
BAO in Training	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Balancing Authority Operator Thereafter	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Operator - Transmission Sys 953 Apprentice	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Lead Transmission System Operator	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS

Sr Balancing Authority Operator	The Sr. Balancing Authority Operator position is responsible for the real-time monitoring and operation of Xcel Energy's Balancing Authority Area/Local Balancing Authority Area. Monitor the Xcel Balancing Authority Area and take independent actions to ensure the security and reliability is consistent with NERC and RRO requirements. Ensure the accuracy of Energy Management System data relating to Balancing Authority Area interchange, load, and generation; and Transmission service schedules; and interconnected tie lines. The Sr. Balancing Authority Operator has the independent authority to perform necessary actions to maintain reliability, including emergency generation replacement, unscheduled load relief, firm load shedding, and black-start recovery. The Sr. Balancing Authority Operator is a mentor and trainer for Balancing Authority Operators. The Sr. Balancing Authority Operator is a liaison for Network Reliability Leads and Operations Management to develop new positional requirements and set direction for the Balancing Authority Area.	NSPM, NSPW, PSCO, SPS
Transmission System Operator	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Temporary Lead TSO	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Operator - Transmission Sys 953	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
General Foreman - Splicer Mechanic	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Field Operator	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Field Oper Appr Progression	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Transmission System Operator	The Transmission System Operator position is responsible for the real-time operation of Xcel Energy's transmission system. The Transmission System Operator takes independent action to remotely operate and direct field employees in switching of the transmission system equipment for maintenance, and to restore the transmission system to maintain continuity and reliability of service. Continuously monitor and maintain Xcel Energy transmission system, voltages and power flows within specified operating ranges. Monitor and respond to abnormal conditions, alarms, flows, and changes on the transmission system. The Transmission System Operator has the independent authority to perform necessary actions, including load shedding, to maintain transmission system security.	NSPM, NSPW, PSCO, SPS

Transmission System Operator Thereafter	The Transmission System Operator position is responsible for the real-time operation of Xcel Energy's transmission system. The Transmission System Operator takes independent action to remotely operate and direct field employees in switching of the transmission system equipment for maintenance, and to restore the transmission system to maintain continuity and reliability of service. Continuously monitor and maintain Xcel Energy transmission system, voltages and power flows within specified operating ranges. Monitor and respond to abnormal conditions, alarms, flows, and changes on the transmission system. The Transmission System Operator has the independent authority to perform necessary actions, including load shedding, to maintain transmission system security.	NSPM, NSPW, PSCO, SPS
Sr Transmission System Operator	Responsible for the real-time operation of the company's transmission system. Takes independent action, including load shed, to maintain system voltages and power flows within specified system operating limits. Remotely operate and direct field employees in switching of the transmission system equipment. Respond to system disturbances by restoring the transmission system to maintain continuity and reliability of service.	NSPM, NSPW, PSCO, SPS
TSO in Training	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Transmission Strategy Initiatives Program Director	Provide strategic development and implementation oversight of Xcel Energy's key transmission initiatives in all Operating Company jurisdictions while meeting regulatory, corporate, operational and financial goals. Provide coordinated vision, leadership, direction and support to the strategic transmission initiatives in each jurisdiction, including multi-partner project investment and ownership approaches and agreements, leading market and RTO activity, communication strategies, and working with executive leadership to achieve strategic objectives. Provide leadership, coordination, and technical expertise to ensure major initiatives are developed and delivered to meet customer, regulatory, and financial objectives. Facilitate inter- and intra-company issue identification and resolution necessary to keep strategic initiatives on track.	NSPM, NSPW, PSCO, SPS
Prin Transmission Rep	Develop, retain, and administer transmission related agreements for Xcel Energy Transmission's present and prospective investor owned utilities, municipalities, rural electric associations and other non-retail customers. Oversee and administer both load and generation related interconnect contracts with other transmission owners, municipals and independent power producers who interconnect to the Xcel Energy system and deliver their product through the Xcel Energy transmission system. Develop customer driven solutions for, and resolve disputes with, aforementioned customers. This is a technical position that must interface with Transmission Operations, control areas, reserve groups, RTO's, FERC and neighboring transmission systems. This is also a consultative position that must develop high-level relationships with industry customers while having extensive knowledge of Delivery Business Unit competitors. Provide leadership and positive mentoring to other members within the team.	NSPM, NSPW, PSCO, SPS

Sr Prin Transmission Rep & Ops Lead	Responsible for the most complex transmission customer and interconnection work as a senior individual contributor. Serves as the primary negotiator and internal consultant for high-stakes, multi-party transmission arrangements and controversy resolution, while functioning as the operations liaison for the AGC & Sr. Director of Transmission Business Relations. Responsible for advising the AGC & Sr. Dir. on, and assisting in the administration of, TBR operational processes and procedures and cross-functional coordination with System Operations, Planning, Legal, Accounting/Settlements, RTO/ISO interfaces, and neighboring utilities. Role combines deep regulatory fluency (FERC/ISO/RTO) with practical operations experience to deliver customer-focused, compliant, and financially accurate outcomes that advance the company's strategic transmission objectives.	NSPM, NSPW, PSCO, SPS
Transmission Account Rep	Develop, retain, and administer transmission related agreements for Xcel Energy Transmission's present and prospective investor owned utilities, municipalities, rural electric associations and other non-retail customers. Oversee and administer contracts with Power Producers who interconnect to the Xcel Energy system and deliver their product through the Xcel Energy transmission system. Develop customer driven solutions for, and resolve disputes with, aforementioned customers. Interface with Transmission Operations, control areas, reserve groups, RTO's, FERC and neighboring transmission systems. Develop high-level relationships with industry customers while having extensive knowledge of Xcel Energy competitors.	NSPM, NSPW, PSCO, SPS
Transmission Account Rep and Technical Specialist	<p>Develop, file, retain, track, and administer transmission-related agreements for Xcel Energy Transmission's present and prospective investor-owned utilities, municipalities, rural electric associations and other non-retail customers. Oversee and administer contracts with Power Producers who interconnect to the Xcel Energy system and deliver their product through the Xcel Energy transmission system. Develop customer driven solutions for, and resolve disputes with, aforementioned customers. Interface with Transmission Operations, control areas, reserve groups, RTO's, FERC and neighboring transmission systems.</p> <p>Maintain a strong understanding of technical rules, processes, and procedures governing the preparation and filing of FERC-jurisdictional transmission related agreements. Serve as Transmission Business Relations' subject matter expert in technical matters related to FERC filings in eTariff, eFiling, as well as in searching FERC jurisdictional contract databases internally as well as externally (FERC eLibrary). Maintain a strong knowledge and expertise relating to ProjectWise, FERC EQR, FERC e-Tariff and the Xcel Energy transmission Interconnection process.</p>	NSPM, NSPW, PSCO, SPS

Career Development Assignment	Rotational Position for the Sr Engineer Position. Applies extensive technical expertise, and has full knowledge of other related disciplines. Performs as a staff advisor and consultant in a technical specialty, a type of facility or equipment, or a program function. Carries out complex or innovative assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new/improved techniques and procedures or new/refined equipment, materials, processes, products, and/or scientific methods. Represents the organization as the prime technical contact on contracts and projects and interacts with senior external personnel on significant technical matters often requiring coordination between organizations. Work is performed without appreciable direction and considerable latitude is exercised in determining technical objectives of assignment. Guidance relates largely to overall objectives, critical issues, new concepts and policy matters. Completed work is reviewed from a relatively long- term perspective, for desired results. May assign tasks to and direct engineers, technicians, craft personnel and administrative staff, including coordination and review of work assignments. Responsible for (and may lead) multiple projects of moderate to large size or portions of major projects.	NSPM, NSPW, PSCO, SPS
Roustabout Thereafter	Summary unavailable – Bargaining position.	
Sr Eng Intern	Intern in Transmission business organization. Duties as assigned by supervisor.	NSPM, NSPW, PSCO, SPS
Sophomore Eng Intern	Intern in Transmission business organization. Duties as assigned by supervisor.	NSPM, NSPW, PSCO, SPS
Sr Project Manager & IRP Steering Comm Liaison	Accountable for the strategic leadership of a highly complex portfolio of capital projects with significant impact to fleet operations, O&M and capital expenditures and customer-facing elements that are pivotal to the delivery of corporate strategic objectives. Accountable for building and managing multi-disciplinary and cross-functional project teams for the development and execution of the portfolio of projects in support of Xcel Energy's fleet transformation. This role is the essential contact and liaison to the executive steering committees of strategic transformation projects related to the early retirement of fossil plants and construction of new generation projects. Provides technical expertise and commercial acumen for the development and execution of a portfolio of capital projects, along with direct contribution to the integrated resources plans (IRP), rate cases and commission filings related to approval and rate recovery of the portfolio of projects. Total projects may exceed \$1 billion in investments.	NSPM, NSPW, PSCO, SPS
Sr Transmission Prod Modeling Analyst	Prepare and perform production cost analyses to serve Xcel Energy's planning functions serving customer demand and energy requirements and support regulatory filing and corporate budgeting requirements. Prepare direct testimony for regulatory proceedings and provide responses to regulatory agencies information requests pertaining to wholesale energy market-based plans related to the transmission. Investigate and develop new techniques to improve production cost and transmission modeling processes. Support the development of Transmission Production Cost Modeling Analysts.	NSPM, NSPW, PSCO, SPS

Supv, Operations	Standard Operations Position. Supervise a high performing operations team while driving the safe, efficient and cost-effective use of resources according to policies and procedures. Assure safe, reliable, and compliant operations and ensure customer satisfaction. Ensure consistent and effective use of standard tools and processes. Support attainment of corporate and business unit goals and objectives, and process and performance metrics. Serve as a strong communicator of key strategic and operational changes.	NSPM, NSPW, PSCO, SPS
Supv, Transmission Business Relations	Responsible for supervising a team of Transmission Business Analysts to meet customer needs and Company goals in the areas of FERC orders, Transmission interconnections, PSC/PUC requirements and Transmission business interests in general for all Xcel Energy jurisdictions. Maintain a strong understanding of all FERC orders/rulings, PSC/PUC requirements and RTO policies and procedures that affect interconnection and transmission activities in order to advise key Transmission personnel. Provide and support development of strategies with Account Representatives to meet Transmission goals and Federal requirements. Provide supervision to employees working on all FERC filings related to the Transmission business to assure that they comply with all FERC filing requirements. Maintain a strong knowledge and expertise relating to ProjectWise, FERC EQR, FERC e-Tariff and the Xcel Energy transmission Interconnection process.	NSPM, NSPW, PSCO, SPS
System Operator A	Bargaining position. Directs the real-time (moment-to-moment) reliability-based operations of the electric transmission system and the electric generation resources of the SPS control area as part of the interconnected electric systems of the Eastern U.S. Responsible for the ongoing safety and protection of equipment, field personnel, and the public and for reliable operation of the electric system and quality of service to customers. Works either transmission system desk or generation resource desk depending on work schedule.	NSPM, NSPW, PSCO, SPS
System Operator B	Bargaining position. Directs the real-time (moment-to-moment) reliability-based operations of the company's electric transmission system as part of the interconnected electric systems of the Eastern U.S. Responsible for the ongoing safety and protection of equipment, field personnel, and the public, and for reliable operation of the electric system and quality of service to customers.	NSPM, NSPW, PSCO, SPS
System Operator C	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
Transmission Planning Technician III	Provides technical and analytical support to Transmission Planning Engineers in preparation of power system analysis studies, reports, and capital budgets. Produce studies and update computer models for use by other staff. Perform general administrative work in support of department technical analysis function.	NSPM, NSPW, PSCO, SPS
Temporary Assignment: OATT Request Process Development Manager	In coordination with PSCo transmission leadership, develop and implement a sustainable process for managing requests submitted to PSCo under the Xcel Energy Operating Companies Joint Open Access Transmission Tariff (OATT). Process will include creating a structure for the program, developing and enhancing business processes and procedures as well as business process documentation, and delivering training.	PSCO

Trans Prod Modeling Analyst	Prepare and perform production cost analyses to serve Xcel Energy's planning functions serving native customer demand and energy requirements to support regulatory filing and corporate budgeting requirements. Support the preparation of direct testimony for regulatory proceedings and provide responses to regulatory agencies information requests pertaining to wholesale energy market plans related to the transmission system. Investigate and develop new techniques to improve production cost and transmission modeling processes.	NSPM, NSPW, PSCO, SPS
Technician – Specialist Sys Prot	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS
General Foreman – Splicer Mechanic	Summary unavailable – Bargaining position.	NSPM, NSPW, PSCO, SPS