

System and Planning Engineer

This full-time position reports to the Manager of Engineering and System Planning and is located at the Ed Fischer Operations Center, 8600 NE 117th Avenue, Vancouver, WA 98662.

WHAT YOU WOULD DO:

Collaborative and independent work, focused on planning, design, construction, operation and maintenance of Transmission, Distribution, Substation, material/construction standards and SCADA systems. Includes developing project budgets, contracts, overseeing projects and working closely with customers and other departments.

- Lead design, integration, and optimization of fiber and radio communications networks supporting SCADA, protective relaying, and automated restoration schemes (e.g., FLISR) ensuring high reliability and performance
- Oversee and support modernization initiatives, including migration of legacy RTUs to advanced microprocessor-based platforms (e.g., SEL-RTAC, SEL-ICON, SEL-Blueframe), improving system functionality, security, and scalability
- Maintain and improve communication system documentation: fiber routes, splice diagrams, and patch panel records, ensure accuracy and accessibility to support planning, troubleshooting, and operational awareness
- Develop, standardize, and lead testing protocols, procedures, and plans to validate performance, ensure integrity, and support improvement
- Collaborate cross-functionally with utility personnel to troubleshoot, implement solutions, and enhance system reliability. Support AMI network, identify and resolve communication issues with backhaul, and coordinate with teams to address outages.

QUALIFICATIONS:

Must have a Bachelor of Science degree in Electrical Engineering, prefer a minimum of 3 years of experience in utility network communications for SCADA and protective relaying, and strong computer skills with a working knowledge of Microsoft Office programs. Preferred qualifications: experience with fiber optic systems, radio, and IP-based networking. Familiarity with communication protocols such as DNP3, SEL, TCP/IP, and Modbus. Ideal candidate will demonstrate the ability to work cooperatively with others, effectively present information, respond to questions and have effective written and oral communication skills. Must have a valid driver's license.

This position is designated as safety-sensitive due to the nature of the work and its potential impact on the safety of employees, the public, and organizational operations. In accordance with our drug-free workplace policy, compliance with applicable testing and safety requirements is a condition of employment.

BENEFITS:

Employees and dependents are eligible for medical, dental, vision, basic life insurance and disability insurance. Employees are enrolled in Washington State PERS and may enroll in deferred compensation plans. Employees will also receive eight hours of vacation leave and sick leave every month and twelve paid holidays throughout the calendar year.

SALARY:

Employees are compensated within the established salary range. As skills, experience, and sustained performance grow, pay may progress within the range over time, with the midpoint serving as a general reference point for employees who demonstrate full proficiency in the role.

2026 System and Planning Engineer:	Minimum: \$100,194	Midpoint: \$123,945	Maximum: \$147,696
2026 Senior System and Planning Engineer:	Minimum: \$112,310	Midpoint: \$140,916	Maximum: \$169,520

HOW TO APPLY:

Please send your resume with a cover letter via email to jobs@clarkpud.com. Resumes may also be sent to Clark Public Utilities, Human Resources Department, P.O. BOX 8900, Vancouver, WA 98668.

Equal Opportunity Employer

At Clark Public Utilities, we are committed to creating a respectful workplace where people from all backgrounds are valued for their skills and contributions.

We strive to ensure everyone feels welcome, supported, and empowered to do their best work while growing meaningful, lasting careers as part of our team.