



Southern Company Engineering Opportunities UPRM full-time and student positions

We are recruiting co-op, intern, and entry level employees for career opportunities in Alabama and Georgia

JOB REQUIREMENTS:

- Bachelor's degree in engineering in indicated discipline from an ABET accredited university.
- Minimum GPA of 2.8 preferred
- US Citizen or Permanent Resident
- May be required to work extended work hours to aid in storm and outage restoration efforts.
- Participate in the on-call trouble rotation and must be available after business hours for local, out-of-town, and out-of-state trouble and storm restoration

KNOWLEDGE, SKILLS & ABILITIES:

- Proven Leadership Skills
- Good oral/written communication skills and ability to work effectively with varied individuals (craft personnel, support staff, supervisory staff, and management) is a must.
- Strong organizational, administrative, time management, project management, facilitation, and analytical skills
- Knowledge and experience with personal computers and the ability to learn numerous software applications quickly.
- Self-motivation and demonstrated initiative are crucial for these positions
- Ability to interface with customers, vendors and contractors while representing the best interests of Southern Company

WE ARE RECRUITING CANDIDATES FOR THE FOLLOWING AREAS & LOCATIONS:

1) Transmission – Engineers plan, build, design, operate and maintain more than 27,000 miles of transmission lines and 3700 substations. Transmission assets are the backbone of a system that delivers reliable service at competitive prices to our customers

- **Electrical Engineering and Mechanical Engineering degree preferred**
- **Power Systems coursework is desired**
 - **Protection and Control class lines up well with this work (INEL 5415)**
- **Full-time and Co-op positions available within the state of Georgia**

Protection & Control Field Service Engineers are responsible for commissioning, testing, maintenance, and troubleshooting of relay protection schemes and/or substation integration and automation equipment. Most of their time is spent in the field making sure the Transmission system performs as it is designed. This role leads substation improvement projects to ensure the correct functionality of all the protection and control equipment. This is both a technical and a hands-on role. Additional experiences/responsibilities include:

- Exposed to daily operations of substation equipment
- Support efforts to respond to Transmission system outages and malfunctions
- Assist in coordinating construction and maintenance activities of power systems

Co-op Transmission Engineer – This position will be exposed to the same environment as a Protection & Control Field Service engineer. The emphasis is to learn the basics while finding ways to contribute.

2) Distribution– With customers at the center of everything they do, Distribution engineers plan, build, design, operate and maintain electrical systems that connect homes and businesses to the power grid. Their goals include providing reliable electricity in the most cost-effective way.

- **Electrical or Mechanical Engineering degrees desired (others may be considered)**
- **Full-time and Co-op positions available within the state of Georgia**

Distribution Engineers are responsible for the design and management of construction activities for distribution projects. Responsibilities include developing and implementing distribution plans; identification, analysis, and resolution of problems in the Distribution design area; preparing cost estimates, correspondence, documentation, calculations, and sketches. Storm restoration duties are also required. While the transmission engineers spend most of their time in substations, distribution engineers interact directly with the customers (both residential and commercial). This role often has opportunities to be part of restoring customer's power from a closer proximity to the customer.

Co-op Distribution Engineers – This position will be exposed to the same environment as a Distribution engineer. The emphasis is to learn the basics while finding ways to contribute.

3) Nuclear Generation – Engineers within Southern Nuclear oversee the operations and maintenance of our nuclear plants including construction, design, plant performance monitoring, safety, reliability, troubleshooting, and project planning. They are part of the team ensuring current and newer nuclear technologies continue to be a source for clean, safe and reliable electricity.

- **Electrical Engineering, Mechanical Engineering degree preferred**
- **Power Systems coursework is desired**
- **Full-time positions available at Plant Hatch (Baxley, GA); Plant Vogtle (Augusta GA); Plant Farley (Dothan, AL)**

System Engineers: ensure the reliability of assigned plant systems. They solve system and component problems, provide direct technical support for operation and maintenance, and plan long term performance improvements.

Program and Component Engineers: direct implementation of assigned programs and work processes. Typical assignments are fire protection, Equipment Qualification, in-service inspection, in-service testing, NRC Maintenance Rule compliance, MOV/AOV/Heat Exchanger/Check valve component programs, cable monitoring, instrument & controls, flow accelerated corrosion, and/or snubber testing.

Design Engineers: duties include preparation / coordination of designs, calculations, drawings, cost estimates and schedules for plant modifications and retrofits. Work involves field walk downs for constructability and some construction coordination. Responsibilities also include providing timely response to plant activities requiring emergent engineering support, including troubleshooting, Operability Determinations, Operability Decision Making Issues, and temporary modifications support.

Reactor Engineers: ensure the reliability of assigned plant systems. Perform fuel inspections and specifies fuel movement determinations, perform physics testing, support operations in control rod movements, conduct surveillance testing of reactor core, lead spent fuel audits, and perform reactor engineering calculations.

Engineers at Southern Nuclear may have opportunities to manage special projects. Also, engineers typically take key refueling outage assignments. Future developmental assignments in operations, maintenance, training, or quality assurance often prepare engineers for supervisory and management positions. Engineering assignments typically include on-call duty engineer and emergency plan response requirements.

Coop Engineers - This position will be exposed to the same environment as a full time in any of the positions described above for Nuclear Generation.

4) SCS Operations – Technical Shared Services (TSS): The TSS team is a shared services organization supporting the Generation, Transmission, and Distribution (GTD) business units of Southern Company. The team focuses on providing project management and technical expertise. Prospective candidates can expect to put their education to practice on day 1 by supporting GTD activities such as: T&D grid modernization projects, modernization of hydroelectric generating plants, oversight of 3rd-party engineering activities, project management of environmental activities, etc.

- **Electrical, Civil, or Mechanical Engineering degrees**
- **Full-time positions available in the Metro Atlanta, GA**
- **Co-op positions available in Birmingham, AL and/or Metro Atlanta, GA**

P&C Applications

This position will perform protective relay calculations and coordination studies for Southern Company's transmission and distribution systems. This engineer will also perform engineering design and technical services for the specification, application and analysis of protective relaying, control, and automation systems. The incumbent will provide technical expertise and support for design, construction, planning, marketing and customers regarding protection and control of Southern Company's transmission and distribution facilities.

Line Design

JOB SUMMARY

Transmission Line Engineer is responsible for applying Southern Company's engineering processes, design criteria, and software applications in the design and construction of high-voltage transmission lines. The successful candidates will support estimate preparation, develop design options, and prepare construction specifications.

JOB RESPONSIBILITIES

Design high voltage transmission lines using CAD modeling software.

Estimate and order material for transmission projects.

Create construction packages with design specifications.

Support construction and maintenance teams during day-to-day operations as well as in emergency restoration of failed equipment

4) GPC Project Management

Assistant Project Manager

This position provides key support for the Project Manager and the project team to mitigate expedited challenges on capital projects. The individual may also manage small projects, depending on their complexity.

Education: B.S./B. Required: BA/BS Construction Project Management, Business Management, Engineering, or related field, 2-year Associates Technical Degree related to power delivery, project management or electric utility industry

Experience, Knowledge, Skills & Job Responsibilities:

- Transmission and/or Distribution experience with an electric power utility is a plus.
- Knowledge of all project cost components including engineering, construction, productivity, and progress measurement.
- Experience in successfully managing internal and external relationships.
- Knowledge of construction and engineering productivity/earned value processes.
- Knowledge of TEAMS estimating software and Oracle Project.
- Strong communication skills, including the ability to communicate complex topics to various audiences.
- Assist in coordinating and managing project tasks to ensure project delivery within allotted budget and timelines
- Liaise with internal and external partners to identify and define project requirements, scope, and objectives.
- Assist in preparing project proposals, timeframes, schedules, and budgets.
- Monitor/track material needs.
- Perform risk management documentation to minimize project risks.
- Create and maintain comprehensive project documentation, plans, and reports.

- Support the project manager in administrative functions such as meeting scheduling, minutes taking, and action item tracking.
- Manage small projects independently, based on their complexity.
- Maintain quality assurance procedures to ensure project quality.

Behavioral Attributes:

- Adaptable to internal and external demands.
- Has strong ability to exercise diplomatic skills when working with customers to deliver on tight timelines, meet deadlines and be thorough enough to still produce a quality product Our Values – Safety First, Intentional Inclusion, Act with Integrity, and Superior Performance
- Establish and maintain strong relationships with comprehensive project team (Transmission Analyst, Cost Analyst and Project Manager), with a keen focus on building trust with their Project Manager to represent them in their absence.
- Foster an inclusive culture where employees feel valued and create an environment of trust, development, and continuous improvement.
- Embrace utilizing technology in their day-to-day activities and functions.

Additional Information:

- Location: 241 Ralph McGill Blvd., Atlanta GA – GPC Corporate Office
- Approximately 25% of travel will be required for this role.

Cost Analyst

This position provides hands-on project control services, focusing on financials, documentation, schedules, and scope controls, and project metrics and reporting for transmission and distribution capital projects. The role works closely with project managers to ensure business objectives are met, including prudent and accurately tracked spending, on-time and on-budget project delivery, asset commissioning, return on investments, and compliance with program regulatory and government commitments and reporting requirements.

Education: B.S./B. Required: BA/BS/BBA in Finance, Accounting, Construction Project Management, Business Management, Engineering, or related field

Experience, Knowledge, Skills & Job Responsibilities:

- Demonstrated Safety focus.
- Transmission and/or Distribution experience with an electric power utility is a plus.
- Experience in Project Controls with a focus on large capital projects.
- Knowledge of all project cost components including engineering, construction, productivity, and progress measurement.
- Experience in successfully managing internal and external relationships.
- Knowledge of construction and engineering productivity/earned value processes.
- Experience with construction, contract methodologies, computer-based job costing, CPM scheduling and estimating is preferred.
- Knowledge of TEAMS estimating software, Oracle Project, Primavera – P6 software.
- Knowledge of PowerBI, Contruent, and other advanced reporting platforms to enhance cost data analysis.
- Familiarity and experience with the GPC Transmission PMO Gated process.
- Conduct detailed financial overview with Project Manager to include review of actuals, variance analysis, re-forecast and communication of risks and opportunities of notated impacts to costs and schedules.
- Participate in monthly accounting close activities, reconciliation of accruals and journal entries.
- Project Level - prepare monthly variance explanation reports, maintain a comprehensive forecast, including cost to date (CTD), estimate to complete (ETC) and estimate at completion (EAC).
- Ensure cash flow time phasing is aligned with P6 schedule. Reconcile and correct differences.
- Load new baseline estimates from Teams into Oracle Projects.
- Support the Project Manager by initiating change items and preparing documentation for leadership approval. (Including final BCA closeout).
- Update the Risk Register with new risk, opportunity, and mitigation items.
- Ensure the Oracle Projects Targets and Forecast are getting updated at a Discipline Task Level.

- Strong communication skills, including the ability to communicate complex topics to various audiences.
- Adaptable to internal and external demands.
- Team player with a collaborative approach to drive solutions across both Georgia Power and Southern Company.

Behavioral Attributes:

- Adaptable to internal and external demands.
- Team player with a collaborative approach to drive solutions across both Georgia Power and Southern Company.
- Our Values – Safety First, Intentional Inclusion, Act with Integrity, and Superior Performance.
- Work well with the project team (Transmission Analyst, Assistant Project Manager and Project Manager).
- Ability to develop creative solutions to solve problems and balance the needs of the Company and external public.

Additional Information:

- Location: 241 Ralph McGill Blvd., Atlanta GA – GPC Corporate Office
- Approximately 10% of travel will be required for this role.

Project Scheduler

This position leads the effort to allocate and schedule transmission and/or distribution events in support of GPC Capital Projects. This person will be paired with a Project Manager and responsible for leading meetings and discussions related to scheduling and resource allocation. He or she schedules design engineering and construction activities, resolves conflicts, and updates schedule progress. The analyst will also produce reports for key distribution and key transmission stakeholders.

Education: B.S./B. Required: BA/BS Construction Project Management, Business Management, Engineering, or related field, 2-year Associates Technical Degree related to power delivery, project management or electric utility industry

Experience, Knowledge, Skills & Job Responsibilities:

- Understanding project management process
- Experience working with scheduling and project management tools.
- Experience in Primavera/P6 is a plus.
- Proficiency in Microsoft Office Tools (i.e. Word, Excel, PowerPoint) (Database management a plus)
- Experience with large project teams in implementing project controls programs is preferred.
- Proven organizational skills.
- Proven communication skills (Verbal and Written)
- Experience in project cost analysis/tracking is a plus.
- Coordinate transmission capital project activities (i.e. Engineering, Procurement, Environmental, System Outages, Construction, etc.)
- Update project progress and facilitate resolution of conflicts, resource issues, or schedule exceptions that may impact project completion dates.
- Prepare project status for key stakeholders, customers and strategic partners.
- Analyze project cost exceptions and assist with variance explanations.

Behavioral Attributes:

- Adaptable to internal and external demands.
- Ability to cultivate a team environment for project success.
- Our Values – Safety First, Intentional Inclusion, Act with Integrity, and Superior Performance
- Ability to resolve conflict between individuals and functional areas.
- Attention to detail and following processes and procedures.

Additional Information:

- Location: 241 Ralph McGill Blvd., Atlanta GA – GPC Corporate Office
- Approximately 25% of travel will be required for this role.

We offer a competitive compensation package and relocation.

Southern Company is an equal opportunity employer where an applicant's qualifications are considered without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or any other basis prohibited by law.