



## **Southern Company Employment Opportunities | SHPE50**

The Southern Company system consists of Alabama Power, Georgia Power, Mississippi Power, Southern Company Gas, Southern Nuclear, Southern Power, Southern LINC, Southern Telecom and PowerSecure. Southern Company and its subsidiaries strive to be the employer of choice by offering a stable work environment, a culture that values diversity, inclusion, and teamwork, and a competitive pay and benefits package. This document is designed to provide you with a general overview of the different positions within Southern Company and the specific opportunities we have available.

### **Position Overviews**

**Power Generation - Nuclear and Fossil Fuel:** Generation Engineers ensure the reliable production of electricity for over 9 million customers and are responsible for designing, operating, and maintaining over 77 fossil and hydro plants as well as 4 Nuclear facilities across our system. Opportunities are available in both industrial plant and office settings.

**Power Delivery - Transmission and Distribution:** Transmission engineers are responsible for designing, maintaining, and protecting our high voltage power grids including over 27,000 miles of transmission lines, 3,700 substations, and other related assets. While Distribution Engineers serve as the face of the company, working with customers to provide electrical service as well as designing, estimating, and constructing electrical distribution systems. Opportunities include both field and office work.

**Gas- Engineering and Construction Operations:** Engineers in our Natural Gas business manage various multi-faced projects to maintain, design, and construct natural gas infrastructure that serves our over 4 million natural gas utility customers. Internship opportunities are primarily office based and include data analysis, modeling, forecasting, trading support and are suited to those individuals with an interest and aptitude in business applications.

**Corporate Support – Engineering (Operations):** Engineers based in our corporate offices provide a wide range of essential support to business units and operating companies across our system. Opportunities are primarily office based and may include supporting and maintaining transmission lines, substation assets, generating plants, and overall grid modernization. As well as managing projects for traditional and renewable facilities, maintaining environmental compliance, researching, and developing technology for energy production and ensuring reliable power transmission and generation is available across the system.

**Corporate Support – Technology:** The Technology Organization (TO) applies technical skills and collaborative thinking to develop novel solutions for the business challenges of today and tomorrow. TO is dedicated to driving innovation, unlocking value and accelerating growth by building trusting relationships within our ecosystem. Our positions are hybrid and corporate office based, with opportunities spanning across multiple departments and teams.

#### **WORK LOCATIONS:**

Various locations throughout Alabama, Georgia, Mississippi, Illinois, and Virginia.

#### **JOB REQUIREMENTS**

- Bachelor's degree in Engineering in indicated discipline from an ABET accredited university
- Minimum GPA of 2.8 for co-op positions and 3.0 for intern positions
- Must be authorized to work in the US
- May be required to work extended work hours to aid in storm and/or outage restoration efforts
- Some roles require participation in the on-call trouble supervision rotation and must be available after business hours for local, out-of-town, and out-of-state trouble and storm restoration

**We are recruiting candidates for the following areas.**

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## INTERN AND CO-OP POSITIONS

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### SOUTHERN COMPANY GAS

[Renewable Gas Intern](#) – Atlanta, GA (1 Position)

**Majors:** Engineering major (Preferred: Engineering Discipline – Civil, Chemical, Environmental, Mechanical)

**Semester Start:** Summer 2025 Intern

**Minimum GPA:** 3.0

Intern will learn about Sustainability as a whole, what the overarching function of the Sustainability group is enterprise wide, what RNG is as a decarbonized fuel source, as well as how the RNG market is driven. The intern will assist with functional support relating to, but not limited to, National Accounts, Energy Efficiency, Certified/NextGen Natural Gas, and voluntary purchase programs.

Intern will:

- Meet deadlines, produce deliverables, and assist where needed.
- Assist with the administration of any voluntary green gas programs across the enterprise.
- Assist with the administration of the PowerClerk Interconnection Submission Portal and inquiries regarding any related LDC specific interconnection tariffs.
- Complete a term project related to one aspect of sustainability and report out to the department at the conclusion of the internship.
- Assist with Energy Efficiency program collateral, one-pagers, spreadsheets, and general program maintenance.
- Compile and update National Account customer ESG goals and metrics for internal use.
- Schedule and attend “Get to Know” conversations with internal contacts of interest and/or employees with job duties related to the intern’s degree or field of interest.
- Provide Safety & Values Moment messaging for internal meetings.
- Potentially visit the Meadowbranch Landfill RNG facility in Athens, TN.
- Learn about current Sustainability initiatives and programs, attend internal and external meetings, and summarize key learnings throughout their time at GAS.
- Complete required company training and attend intern specific events offered through Talent Acquisition.
- Assist with time-sensitive work, as needed.

[Material Standards and Testing Intern](#) – Glen Ellyn, IL (1 position)

**Majors:** Engineering major (Preferred: Engineering Discipline – Civil, Mechanical)

**Semester Start:** Summer 2025 Intern

**Minimum GPA:** 3.0

While reporting to the Materials Standards and Testing Manager, the Intern will work with all members of the Operations and Technical Standards Team both learning from them and supporting them in achieving top departmental goals. Key project areas the Intern will be working on include, but are not limited to:

- Participating on the project to standardize Service Regulators across the Southern Company Gas enterprise
- Setting up testing protocols for new materials/technologies and/or material failure investigations and participating in the testing
- Working on the Approved Material Listing (AML) process restructuring initiative
- Working on the Nicor Gas Construction Specification (GCS) initiative to re-baseline existing GCS/GMS content and begin expansion to other Southern Company Gas LDCs
- Participating in Pipeline Implementation Committee activities
- Gaining exposure to the Welding Standardization initiative

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**Operations Improvement** – Atlanta, GA (1 Positions)**Majors:** Engineering major (Preferred: Engineering Discipline – Civil, Mechanical)**Semester Start:** Summer 2025 Intern**Minimum GPA:** 3.0

While reporting to the Operations Improvement Manager, the Intern will work with all members of the Operations and Technical Standards Team both learning from them and supporting them in achieving top departmental goals. Key project areas the Intern will be working on include, but are not limited to:

- Supporting the multi-tier Gas Construction Specification (GCS) project in its current phase
- Working with Business Stakeholders, under the guidance of the Operations Improvement Manager, on OPM Level 1 Standardization Opportunities
- Working on larger OPM Standardization efforts in areas such as Leak Management, Hazard Control, and Emergency Management
- Supporting the AGA Best Practice Benchmarking Program
- Using industry leading technical writing software MadCap Flare to convert traditional Word and PDF documents into modernized HTML formats

**POWER DELIVERY****Power Delivery – Transmission (3 Positions)** – Atlanta, GA**Semester Start:** Summer 2025 (Intern) or Fall 2025 (Co-op)**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:**

**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

- 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

**Education:** Electrical Engineering or Mechanical Engineering degree preferred



**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.

**Power Delivery – Distribution (3 Positions)** – Atlanta, GA

**Semester Start:** Summer 2025 (Intern) or Fall 2025 (Co-op)

**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:**

**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.

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**CORPORATE SUPPORT: TECHNOLOGY ORGANIZATION**

**Technology Innovation Intern** – Birmingham, AL or Atlanta, GA (1 Position)

**Majors:** MIS, Computer Science, Computer & Software Engineering, and Data Analytics

**Semester Start:** Fall 2024 Interns (Full-time or Part Time)

As an intern on the Technology Innovation Team, you will primarily develop rapid prototypes. The solutions may include applications, games, and AI development. Emerging technology research is an integral part of the position, as being on the cutting edge of technology is necessary for any innovation organization. In addition to development work, an intern will also participate in demonstrations of the prototypes and help leadership facilitate innovation challenges. Specific job responsibilities include:

- **Teamwork**
  - As an integral part of the team, participate in the work planning for the team, share updates in daily standups, and keep leadership up to date on any roadblocks.
  - Communicate with your team members on a regular basis and work in an agile development environment that utilizes productivity management tools, such as JIRA and Microsoft Teams/Planner.
- **Rapid Prototyping**
  - Participate in the development and prototyping of ideas from the backlog.
  - Identify opportunities, value for business units and document the value.
  - Present summaries of that value in presentations, in person, over video conference, via recording, and otherwise.
- **Emerging Technology**
  - Research disruptive technologies and incorporate findings into Emerging Technology tracking program.
  - Make recommendations on new technologies and business uses where applicable.
  - Assist leadership in creating use cases for approved technologies.
- **Ideation Sessions**
  - Work with leadership to facilitate ideation sessions by leading a small group in Design Thinking practices. Duties include documenting all deliverables, logistical and tech support, and contributing to ideation.
  - Utilize creative thinking skills to combine business needs with existing technologies.
  - Internalize and participate in business process improvement.
- **Demonstration**
  - Participate in demonstration of prototypes, emerging technology research, and Ideation Session deliverables.
  - Provide technical support to demonstration efforts. i.e., keep devices charged and updated, keep space clean, and troubleshoot and repair problems when they occur.
  - Own the presentation of assigned activities, make sure that talking points are accurate and concise.
  - For traveling demonstrations: pack equipment, move to demonstration location which may include heavy lifting (up to 50 lbs.) and driving a vehicle, set up, demonstrate, and return equipment undamaged

**Requirements and Skills**

Excellent technical troubleshooting competency

Ability to learn new technologies quickly

Good knowledge of current emerging technology

Excellent ability to explain technical concepts to non-technical people

Good documentation practices

Problem-solving and conflict-resolution ability

Outstanding organization skills

Experience in or ability to quickly learn the following skills:

- Programming: Python, C#, Web Stack, Mobile platforms
- Software: Office 365, Adobe CC, Unity, Unreal 5, JIRA, MIRO, Generative AI, and like programs
- Technology: AI, video analytics, smartphones, AR/VR/XR, robotics, Gamification

Knowledge of computer/mobile hardware

Previous business experience is a plus

**Internship Benefits**

Job Specific Benefits, including working with and gaining hands-on experience with cutting edge technologies

Opportunity to work on a Capstone Project for the EVP & CIO of the Technology Organization

Leadership Chat with the EVP & CIO of the Technology Organization

Dedicated Mentor during the duration of the internship

Multiple networking opportunities with senior leaders, managers, former interns, and current interns

### Application Developer Intern – Atlanta, GA and Naperville, IL (1 Position)

**Majors:** MIS, Computer Science, Computer & Software Engineering, Cyber Security, and Data Analytics

**Semester Start:** Summer 2025 Intern

#### Position Overview

Gas Technology Solutions partners with the business to provide technology planning, software and systems design, development, implementation, and support. Aligned with business imperatives, the teams manage strategic technology plans with Distribution Operations, Customer Service and Experience, Field Operations, and Work Management. Our services include business unit consulting and technology planning, systems and software development and implementation, systems and software integration, and lifecycle maintenance of technology.

The position will potentially be contributing to all phases of the software development and maintenance life cycle, including requirements-gathering, specification, design, estimating, development, configuration, implementation, testing, and deployment.

#### Internship Requirements

##### General

- Areas of interest should include software development
- Excellent technical troubleshooting competency, problem-solving and conflict-resolution ability
- Ability to learn new technologies quickly
- Excellent ability to explain technical concepts to non-technical people
- Good documentation practices

##### Technical Skills Required

- Experience in or ability to quickly learn development languages/platforms including, but not limited to:
  - Programming: Angular, C#, SQL, Web Stack, Mobile platforms

##### Soft Skills Required

- Outstanding organization skills

#### Internship Benefits

- Meaningful work assignments within active projects and programs. Ability to job shadow in areas of interest.
- Opportunity to work on a Capstone Project for the EVP & CIO of the Technology Organization.
- Leadership Chat with the EVP & CIO of the Technology Organization.
- Dedicated Mentor during the duration of the internship.
- Multiple networking opportunities with senior leaders, managers, former interns, and current interns.
- Summer Experience Orientation & Student of the Business Trip.
- Professional & Technical Development Training.

### Network Services Intern – Atlanta, GA

**Majors Accepted:** MIS, Computer Science, Computer & Software Engineering, and Data Analytics

**Infrastructure Services (IS)** is responsible for providing secure, reliable and compliant network and computing environments that support the current and future needs of the business. Infrastructure Services fulfills these needs through an innovative and dedicated staff that provides strategy, planning, engineering, implementation, support, maintenance and 24/7 monitoring services for Southern Company's networks (telecommunication, data, voice and wireless), and computing platforms (servers, storage and mainframe).

**Network Services** owns all data network technologies, which includes network routing protocols, quality of service, MPLS, core data center and wide area data network routing and switching, integration of our network with an internet service provider, establishment of VPNs (virtual private networks), voice call management, VOIP (voice over IP), voice contact center, video infrastructure technology, fixed wireless routers, wireless LAN, and firewalls.

#### Internship Overview

This position has primary responsibility for learning how to provide tactical planning, engineering design, engineering consulting, documentation, equipment lifecycle management, and technical support for the network infrastructure of Southern Company and associated subsidiaries.

### **INTERSHIP REQUIREMENTS**

This position has primary responsibility for learning how to provide tactical planning, engineering design, engineering consulting, documentation, equipment lifecycle management, and technical support for the network infrastructure of Southern Company and associated subsidiaries.

### **NETWORK ENGINEER RESPONSIBILITIES**

- Responsible for supporting strategic planning, design, development, implementation, provisioning, and day-to-day operations for the network infrastructure including Cisco data communications equipment; routers, switches, firewalls, wireless LAN, call managers, and network equipment.
- Conduct wireless site surveys (pre and post validation) at company locations
- Ability to perform end-to-end troubleshooting for data, voice, and wireless networks.
- Assist in the development and compliance of engineering standards including documentation, product lifecycle plans, and design packages.
- Responsible for providing support to the local Operating Companies on issues related to network planning, engineering design, and engineering consulting.
- Responsible for developing and participation in the successful completion of Network Services and Technology Organization initiatives.
- Maintain strategic relationships with key infrastructure vendors.
- Assist in building scripts for automation of repetitive tasks. Building scripts to maintain standard configuration templates
- Assist in building scripts for data analytics reports for management.

### **Internship Benefits**

Opportunity to work on a Capstone Project for the EVP & CIO of the Technology Organization

Leadership Chat with the EVP & CIO of the Technology Organization

Face-time with the VP of Infrastructure Services and his executive leadership team

Dedicated Mentor during the duration of the internship

Multiple networking opportunities with senior leaders, managers, former interns, and current interns

### **Telecom Services Intern (Analytical) – Atlanta, GA**

Majors Accepted: MIS, Computer Science, Computer & Software Engineering, Cyber Security, and Data Analytics

**Infrastructure Services** is responsible for providing secure, reliable and compliant network and computing environments that support the current and future needs of the business. Infrastructure Services fulfills these needs through an innovative and dedicated staff that provides strategy, planning, engineering, implementation, support, maintenance and 24/7 monitoring services for Southern Company's networks (telecommunication, data, voice and wireless), and computing platforms (servers, storage and mainframe).

**Telecom Services** is responsible for system level support of Southern Company telecommunications transport systems and infrastructure. This includes support of the Company's RF systems to include AMI (Advanced Metering Infrastructure), point-to-point microwave, as well as GPON (Gigabit Passive Optical Network), DWDM (Dense Wavelength-Division Multiplexing), SEL ICON, and Nokia SARS Next Gen Telecom systems from both a 24x7 operations and project implementation perspective.

### **Internship Overview**

This position has primary responsibility for learning how to provide tactical planning, engineering design, engineering consulting, documentation, equipment lifecycle management, and technical support for the Telecom infrastructure of Southern Company and associated subsidiaries.

### **Internship Responsibilities**

- Work closely with Telecom engineers, analysts, IT staffs, and various other departments to understand telecom data needs and requirements.
- Stay updated with the latest trends and technologies in telecom and data analytics.
- Identify and troubleshoot data-related issues using Southern Company's approved databases and guidelines.
- Analyze telecom data to identify and trends or potential discrepancies and use these findings to assist in evaluating telecom systems to optimize performance.
- Help with maintaining and ensuring analytical procedures and results are well-documented for future references.



**Internship Requirements**

- Ability to analyze information from multiple sources for complex problem resolution
- Ability to organize tasks and coordinate various employees, vendor / contractors, and customers / partners to meet project goals
- Ability to work independently, prioritizing major tasks by overall impact to the company
- Ability to effectively utilize standard Company computing applications (i.e. Visio, Outlook, Word, Excel, etc.)
- Ability to build relationships and work in a team atmosphere
- Ability to provide and accept feedback
- Strong analytical and troubleshooting skills
- Demonstrate Southern Company Core Values
- Professional oral and written communication skills
- Ability to perform every task safely

**Internship Benefits**

Opportunity to work on a Capstone Project for the EVP & CIO of the Technology Organization

Leadership Chat with the EVP & CIO of the Technology Organization

Face-time with the VP of Infrastructure Services and his executive leadership team

Dedicated Mentor during the duration of the internship

Multiple networking opportunities with senior leaders, managers, former interns, and current interns

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## FULL-TIME POSITIONS

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### POWER DELIVERY

#### [Power Delivery Technology – ADMS Core Team Reporting and Web- Applications](#) – Birmingham, AL

**Majors:** Electrical Engineering, Computer Engineering, Computer Science, Software Engineering, Data Analytics

**Skills Needed:** Software Development (C#, Python, Java, GIT), Database Management (MSSQL, PostgreSQL, Oracle), Microsoft (Excel), among others.

This position is a member of the core applications team that provides software engineering and system administration support for the Advance Distribution Management System (ADMS). This position is responsible for generating/updating/maintaining/researching general distribution system operations reports and data analytics used by multiple teams with different missions. The data source for the reports is the Advanced Distribution Management System (ADMS). Also, candidate will provide support to the SCADA and ADMS historical archive system which utilize Oracle databases.

#### Job Responsibilities:

- Provide support as needed to Distribution Control Centers (DCC), engineering, planning, data analytics, other support personnel and various committees.
- Maintain/Create custom reports written in C# / ASP.NET and Jasper Reports.
- Develop SQL queries, scripts, and generate reports as required.
- Analyze and verify the results of reports and queries.

#### Job Qualification Requirements:

- Understanding of object-oriented programming (such as C#, Java, Python, C++), XML, and source control management systems like TFS and GIT.
- Understanding with building and reading complex SQL queries.
- Excellent written and oral communication skills.

#### Behavioral Attributes:

- Ability to establish and maintain strong positive relationships in a team environment.
- Enjoys working in a fast-paced environment with changing priorities and responsibilities.
- Effective use of time management skills.
- Takes ownership of assigned work and attention to detail.

#### [Power Delivery Technology -Dashboard, Subscription Alert Manager, Outage Communications](#) – Birmingham, AL

**Majors:** Computer Engineering, Computer Science, Software Engineering

**Skills Needed:** Relational database experience with SQL queries, core Microsoft .Net technologies, object-oriented application development

This position is a member of the team that supports the IDMS Dashboard, Subscription Alert Manager (SAM), Outage Alerts, and the APC Outage Map. These Power Delivery applications are real time systems that are especially business critical during storms. These applications interface with the Advanced Distribution Management System (ADMS). The IDMS Dashboard and SAM are internally developed and supported applications that have approximately 3,500 internal users and an availability of 24/7-365. Outage Alerts currently provides real time outage information to 1.5 million Alabama Power customers through texts, email, or voice. Outage Alerts is also internally developed and supported. The Outage Map is a vendor product that is also customer facing providing near real time outage information to the public. These applications deliver timely, consistent, and accurate information to all users internally and externally.

#### Job Responsibilities:

- Work with the team to design and develop enhancements to the IDMS Dashboard, SAM, Outage Alerts, and Outage Map.



- Work with source control management systems and continuous integration/deployment environments.
- Apply proven communication, analytical, and problem-solving skills to help identify, communicate, resolve issues, to maintain 24x7 application availability.

#### Job Qualification Requirements:

- Experience with core Microsoft .Net technologies and object-oriented application development.
- Experience with multi-threading, concurrency, and real time systems.
- Understanding of relational database fundamentals.
- Excellent written and oral communication skills.

#### Behavioral Attributes:

- Ability to establish and maintain strong positive relationships in a team environment.
- Enjoys working in a fast-paced environment with changing priorities and responsibilities.
- Effective use of time management skills.
- Takes ownership of assigned work and attention to detail.

#### Power Delivery Technology- ADMS Advanced Application Core Team Member – Birmingham, AL

**Majors:** Electrical Engineering, Computer Engineering, Computer Science, Software Engineering, Data Analytics

**Skills Needed:** Some Scripting (Python), Microsoft (Excel), some Software Development (C#, Python, Java, GIT), among others.

This team is responsible for the ADMS Advanced Applications functionality including Power Flow, Fault Location, Fault Isolation & Service Restoration (FISR), and yet to be implemented functionality such as Rotational Load Shed (RLS), Load & Volt/Var Management (LVM), and Distributed Energy Resource Management System (DERMS). This team is also responsible for the Outage Management System (OMS), providing end user support and training to the DCC and other ADMS users, and testing new ADMS functionality for ADMS upgrades. This position works closely with the ADMS vendor on ADMS upgrades. This position will work together with other teams across Southern Company on the Southern Company ADMS and Southern Company DERMS projects. This position is a member of the core applications team that provides software engineering and system administration support for the Advance Distribution Management System (ADMS). ADMS software is a platform that integrates various functions such as supervisory control and data acquisition (SCADA), power flow analysis, fault location, fault isolation and service restoration (FISR), distributed energy resources (DER) management, and outage management to better support the management of the distribution grid. We are looking for positive team players that have a desire to learn. We want candidates that have a sound understanding of programming and relational databases who want to be on the cutting edge of technology and are ready to make a positive impact for the customers of Alabama Power.

#### Job Responsibilities:

- Perform testing and debugging of the vendor delivered ADMS software and its components.
- Work with the DCCs, Engineering and other groups to continue test, deploy, maintain, and improve other ADMS Advanced Applications such as Power Flow, Fault Location, FISR, Volt/Var Optimization, and other advanced grid optimization schemes to reduce losses and improve system protection and coordination
- Coordinate Distribution Model System Cleanup efforts with Distribution Planning, GIS, Engineering, and Protection & Controls
- Responsible for developing and maintaining software code and scripts to automate internal processes.
- Provide technical support and training to the ADMS system users and operators.
- Apply proven communication, analytical, and problem-solving skills to help identify, communicate, resolve issues, and maintain a reliable 24x7 critical grid management system.
- Maintain high standards of software quality within the team by establishing good practices and cyber security standards.
- Work closely with the ADMS vendor to develop detailed requirements for future ADMS functionality and to manage existing issues.
- Oversee ADMS software release testing ensuring that test plans and results are documented in qTest.
- Partner with the DCC to make them successful with ADMS.
- Coordinate ADMS user support and issue resolution.
- Manage ADMS model data integrity including customer linking and phasing to ensure optimal ADMS and Outage Alerts performance.
- Ensure OMS is configured correctly and that the ITR/ETR matrix is appropriately updated.



- Participate in industry user groups and ADMS Governance Committee meetings.
- Work as part of an on-call rotation providing 24 x 7 support for ADMS.

Job Qualification Requirements:

- Analysis and problem-solving skills.
- Ability to establish and manage vendor relationships.
- Collaboration and teamwork across Southern Company and the industry to drive application strategy and vision.

Job Qualification Requirements (continued):

- Excellent written and oral communication skills including the demonstrated ability to draft and deliver professional presentations across Southern Company and the industry.
- Must be available to work after hours as needed to provide ADMS support and to participate in an on-call rotation.
- Travel is required on and off the system up to 25% of the time.
- Proficiency in ADMS software development tools and languages, such as C#, Python, SQL, and code management tools such as GIT and TFS.
- Understanding of fundamentals and uses Databases.
- Experience with Kubernetes administration and development or proficiency in Docker and other containerization technologies a plus but not required to qualify.
- Strong organizational skills.

Behavioral Attributes:

- Ability to establish and maintain strong positive relationships in a team environment.
- Enjoys working in a fast-paced environment with changing priorities and responsibilities.
- Effective use of time management skills.
- Takes ownership of assigned work and attention to detail.
- Ability to establish and maintain strong positive relationships in a team environment.
- Enjoys working in a fast-paced environment with changing priorities and responsibilities.

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### Distribution Engineer - Birmingham, AL (1-4 Positions)

This position will be required to handle all day-to-day engineering work activities in an assigned area. Responsibilities include service design, estimating, and coordinating construction for multiple overhead and underground residential, new business and other construction projects. Candidate must provide superior customer service and be able to prepare and schedule construction of jobs to meet committed service dates. Candidate will write and execute switching orders to effectively maintain, operate, and assist in the distribution planning of the system for reliability. In addition, the candidate will be responsible for processing all documentation in accordance with Compliance requirements. Other duties will include handling customer inquiries (voltage complaints, claims, etc.) and assisting with Distribution compliance and asset management programs. Candidate will also participate in the on-call trouble supervision rotation and must be available after business hours for local, out-of-town, and out-of-state trouble and storm restoration.

#### **Job Experience and Education**

- Bachelor's degree in Engineering, Engineering Technology, Math or Science OR Professional Engineer's License (PE) in lieu of the above bachelor's degree
- Knowledge of electrical system operations, distribution systems, underground and overhead construction practices. Prior experience in writing and executing switching orders preferred
- Working knowledge of ARMS, JETS/JETS Scheduling, Designer/GIS, CSS, Socket, DistView, TCMS Web, NJUNS, EDEN, and DisIntel preferred
- Working knowledge of NESC
- Must have valid driver's license

### Protection & Control Field Services Engineer / Technician – Birmingham, AL (1-4 Positions)

This posting is for Protection & Control Field Services Engineer & Technician positions based in the Transmission Maintenance Centers.

These positions will be filled as Non-Exempt positions in the Protection & Control Field Services Engineer/Technician family, with the pay and level commensurate with the qualifications, education, and experience of the successful candidate.

The successful candidates will be responsible for the Protection & Control (P&C) Field Services activities in their respective area. Safety and Quality are paramount in this position. The

successful candidate will be expected to learn and apply switching procedures and safety measures. The candidate will be expected to plan and complete projects safely, efficiently, on schedule, and without service interruptions.

#### **Job Experience and Education**

- 4-year Bachelor degree in Engineering, Engineering Technology or Professional Engineering License
- P&C Field Services experience
- Electric power utility transmission construction, maintenance, or operations experience
- Related substation experience (P&C Applications, Design, Construction, Major Equipment, Project Management)

#### **Other Requirements**

- Must possess a valid driver's license.
- Successful candidates shall participate in callout rotation and be available to respond to outages or other abnormal conditions outside of their normal work schedule.
- Overnight travel is sometimes required.

## Interconnections Planning – Transmission Engineer/Project Manager –Atlanta, GA (3 Positions)

This position coordinates inputs from various departments within Georgia Power, Southern Company Services and the ITS Participants for Transmission Service and Generation Interconnection requests per FERC/State guidelines and NERC/SERC/SOCO/ITS Reliability guidelines and standards. This position handles communication with all impacted parties and ensures that a timely and accurate response is developed for each request.

For candidates not currently residing in the metro Atlanta area, relocation assistance will be considered as needed on a case-by-case basis.

### **Job Experience and Education:**

- Four (4) year B.S. Engineering Degree or Engineering Technology Degree preferred - Electrical desired.

### **Technical Experience Requirements:**

- Experience and understanding with planning, design, operation, and maintenance processes for substation and transmission lines.
- Ability to demonstrate knowledge of the transmission system, engineering principles, electric operating practices construction practices, land requirements and regulations, budgeting, scheduling, and general business practices.
- Strong analytical skills to evaluate progress, identify problem areas, evaluate alternatives, financial impacts and determine viable solutions to meet both the Customer's and Company's need.
- Specific experience related to generator interconnection process and implementation is desired.

### Principal Engineer/ Project Manager – Interconnection Planning, Transmission – Atlanta, GA

Interconnection Planning is responsible for evaluating requests to add generation to the transmission system.

The department identifies scope, cost and timelines to ensure compliance with Southern Company's technical interconnection requirements.

This position determines the technical direction and requirements for this process and directs the technical development of department employees.

This position provides input and advice to executive level management regarding the technical merits of these projects for the effective use of the capital budget.

This position also provides support to the members of the Transmission Planning Working Group (TPWG) and works with the members of the Georgia Integrated Transmission System (ITS) to resolve planning issues in the joint planning process.

### **JOB REQUIREMENTS**

Educational/Certification Requirements:

- Four (4) year B.S. Engineering Degree or Engineering Technology Degree required
- Professional Engineer's License preferred
- Electrical or Mechanical Engineering or Engineering Technology degree preferred

### **Experience:**

Technical Experience Requirements

- A minimum of 5 years Transmission and/or Distribution experience in planning, design, engineering, operations or maintenance of the electric transmission or distribution system is required.[GV1] Extensive experience in both areas is preferred.
- Technical knowledge in Substation P&C Field Services, P&C Applications, Substation Design, System Operations, Transmission Line Design, Transmission Maintenance, Distribution Reliability or Distribution Planning is preferred.
- Specific experience related to generator interconnection process and implementation is desired.

### **Knowledge, Skills & Abilities**

- Proven knowledge of the Transmission system and recognized for technical competency.
- Excellent analytical and technical problem-solving skills
- Communicate well through written reports, well organized presentations and oral discussions
- Interacting with internal and external customers on technical and political issues
- Ability to deal with heavy workloads, multiple tasks and conflicting demands
- Ability to work well withing cross-functional teams is critical
- Knowledge of Microsoft's Excel, PowerPoint, Word, Teams, and Outlook programs.
- Knowledge of Microsoft's Power Automate and PowerBi is desired.
- Embraces new ideas and continuous learning
- Acts with agility

### **Behavioral Attributes**

- Demonstrate behaviors consistent with Our Values: Safety First, Intentional Inclusion, Act with Integrity, Superior Performance
- Results-oriented approach to responsibilities and ownership and personal responsibility for assigned accountabilities.
- Creative problem solver and with the ability to balance the needs of the Company and external input.
- Functions effectively in a team environment with diverse disciplines and backgrounds as a leader or contributor.
- Must be able to handle heavy workloads, time pressures, and conflicting demands.
- Exhibits strong initiative and ability to make difficult decisions.
- Strong adherence to Human Performance principles.
- Questioning attitude
- Follow through on commitments timely and accurately
- Candidate must be a relationship builder at all levels; respected for knowledge and commitment
- Look for opportunities to grow and develop in knowledge and understanding

## **JOB RESPONSIBILITIES**

- Work with Interconnection Planners to develop project scope, project completion time and transmission cost estimates (planning grade and TEAMS estimates) to Transmission Planning organization on projects related to Transmission Service and Generator Interconnection requests.
- Work with Interconnection Planners to develop innovative and cost-effective solutions.
- Train and develop new Interconnection Planners on technical requirements.
- Document and improve processes to gain efficiencies
- Present projects to the T&D Council for approval and serve as a technical resource.
- Work with the Transmission Project Management Organization (PMO) to develop and submit BCAs for facility upgrades required to support generator interconnections and Transmission Service requests.
- Proactively build and maintain partnerships with associates in Transmission, Distribution, Generation, ITS, Legal, Land, Environmental, and other organizations.
- Process oversight working with the Accounting, Finance and Treasury organization to ensure proper assignment, handling and budgeting of costs associated generation interconnection upgrades.
- Under technical guidance of the SCS Policy & Services Implementation Project Management group, develop Interconnection Agreements and other related contracts and documentation per FERC guidelines and ensure interconnection contracts are thorough and meet the needs of the customer while meeting Georgia Power and Southern Company's compliance guidelines.
- Coordinate and participate in activities required per ITS Planning Procedure 13 (Guidelines for Interconnecting New Generation to the Georgia ITS) along with other applicable ITS Planning and Operating Guidelines and Procedures and other generation interconnection activities requested by the ITS Participants.
- Participate in reviewing ITS Participant Interconnection and Transmission Service Request (TSR) requests.
- Maintain databases, spreadsheets, and other documentation to facilitate tracking of disposition of requests and progress of budgeted projects to ensure that service commitments are being met.
- This position requires storm response, both on and occasionally off system.
- This position requires a valid Georgia Driver's License and the ability to drive company owned vehicles and/or rental vehicles to field visits.

## **RELATIONSHIPS – Key Interfaces**

- Transmission Planning
- Transmission Policy & Services
- Project Management Organization
- Operations
- Project Services
- ITS Policy
- Resource Planning
- Retail Generation Development

## **Project Coordinator (E3-6) – Atlanta, GA (2 Positions)**

The Assistant Project Manager will support Project Managers in overseeing the development and execution of transmission line and substation capital construction projects within Georgia. This role involves assisting in various aspects of project management to ensure successful project delivery, high standards of quality, and stakeholder satisfaction. Additionally, the Assistant Project Manager may have the opportunity to independently manage small transmission capital projects.

### **Key Responsibilities:**

- **Project Support:** Assist in the planning, coordination, and execution of transmission line and substation projects, ensuring alignment with customer and business objectives.
- **Documentation and Reporting:** Prepare and maintain project documentation, including schedules, budgets, and progress reports. Assist in the preparation of status reports and presentations for stakeholders.
- **Coordination:** Support the coordinate the design, engineering, procurement, construction, and closeout phases of project ensuring seamless integration and execution
- **Equipment Management:** Monitor and track major equipment of all projects including material slotting, review, and readiness
- **Monitoring and Tracking:** Monitor project progress, schedules, and budgets. Identify and report potential issues to the Project Manager.
- **Change Management:** Assist in managing project changes, ensuring all adjustments are effectively documented and communicated.
- **Stakeholder Management:** Assist in developing relationships with internal and external stakeholders to manage expectations, address concerns, and ensure a high level of satisfaction and collaboration.
- **Organizational Duties:** Assist and support project managers with managerial items that include but are not limited to scheduling and coordinating project meetings, note taking, and recording attendance
- **Post-Project Review:** Support the Project Manager in conducting post-project reviews to identify lessons learned and share insights for continuous improvement.
- **Risk Management:** Help identify, assess, and manage project risks to minimize impact on project delivery and outcomes.

**JOB REQUIREMENTS**

## Educational/Certification Requirements:

- Bachelor's degree in Engineering, Project Management, Construction Management, Architectural Engineering or related field is a plus.
- Preferred Certifications include Project Management Professional or other related project management certifications
- PE Certification a plus.
- Experience with project management experience is a plus.
- Experience in electric utility industry is a plus

## Knowledge, Skills, and Abilities:

- Strong organizational and project management skills
- Ability to work effectively with cross-functional teams and engage with others
- Strong oral and written communication skills; ability convey clear information tailored to the audience
- Good interpersonal skills; ability to interface with individuals at all levels inside and outside the company
- Basic understanding of financial analysis and budget management
- Analytical and problem-solving skills with an ability to think outside the box.
- Knowledge of contract administration a plus
- Ability to work effectively in a fast-paced environment with competing deadline and demands
- Proficiency in project management software and tools a plus

**Behavioral Attributes:**

- Must exhibit Our Values behaviors: Safety First, Intentional Inclusion, Act with Integrity, and Superior Performance
- Proactive approach to acquiring new knowledge and seeking innovative trends to project challenges
- Strong attention to detail and proactive approach to problem solving
- Collaborative mindset with ability to work effectively with others.
- Ability to remain calm and composed under pressure
- Ability to leverage new technologies and methodologies to improve project outcomes
- Embrace feedback and use it as an opportunity for growth and improvement
- Understand that after hours response is occasionally required due to project needs, storm restoration activities (Damage Assessment Teams), and other unforeseen reasons

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**Project Manager (E7) – Transmission Project Management Organization (PMO) Atlanta, GA (2 Positions)**

This position is responsible for leading and coordinating the development and/or execution activities associated with transmission line and substation capital construction projects for assigned territories in Georgia. On the Project Development team, the Project Manager takes the project from the origination/solution phase through the budget approval before project execution. During this period of the project, the Development Project Manager will manage the scoping process, the conceptual design activities, preliminary outage planning, and the initial budget approval request. On the Project Execution and Specialized Execution teams, the Project Manager provides input during project development, coordinates the design, engineering, procurement, construction, and closeout of projects. Additionally, the Project Manager monitors project progress, schedules, and budgets with special attention to areas identified as high-risk, oversees the project change management process, and conducts post project reviews and shares lessons learned.

**JOB REQUIREMENTS**

**Educational/Certification Requirements:**

Bachelor's degree in Engineering or Engineering Technology preferred.

PE Certification a plus.

PMP or other PM Certification a plus.

**Experience:**

**Technical Experience Requirements:**

**For Development Project Manager Role**

- Familiarity with project management principles and techniques including the Gated Process.
- Strong Transmission experience preferred. Experience in Protection and Control Field Services, Transmission Operations, Transmission Design (Estimating, Physical, Control, Protection and Control Applications, etc.) is strongly desired.
- Ability to demonstrate knowledge of the transmission system, engineering principles, electric operating practices, construction practices, land requirements and regulations, budgeting, scheduling, and general business practices.
- Strong analytical skills to evaluate progress, identify problem areas, evaluate alternatives, and determine viable solutions.
- Experience analyzing, projecting, and controlling project costs over time.

**For Execution Project Manager Role**

- Familiarity with project management principles and techniques including the Gated Process. Transmission and Distribution experience is preferred. Comparable experience in Generation may also be considered.
- Ability to demonstrate knowledge of the transmission system, engineering principles, electric operating practices, construction practices, land requirements and regulations, budgeting, scheduling, and general business practices.
- Strong analytical skills to evaluate progress, identify problem areas, evaluate alternatives, and determine viable solutions.
- Experience analyzing, projecting, and controlling project costs over time.
- Additionally, Specialized Execution Project Managers may be focused solely on Interconnections, DOT, Grid Investment or other types of projects.

**Leadership Experience Requirements:**

- Demonstrated focus on Safety.



- Demonstrated experience in multiple leadership competency areas such as Business Acumen, Business Execution, Communication, Leading People and Organizations, Organizational Savvy, and other Personal Attributes of effective leaders.

#### **Knowledge, Skills, and Abilities:**

- Knowledge of the Transmission system, Customer focused with strong interpersonal skills
- Ability to lead team efforts, identify critical paths, and resolve conflict
- Ability to build and maintain professional working relationships with internal and external clients
- Ability to lead projects involving multiple work groups and departments
- Strong communication skills with the ability to communicate effectively at all levels, including executives, management, supervision, covered employees, contract employees, business leaders, and customers
- Strong presentation skills with internal and external audiences
- Ability to conduct financial analysis, manage capital budgets and provide accurate budget projections
- Excellent analytical and problem-solving skills
- Ability to develop and manage multiple project schedules, work plans, and budgets
- Experience with STOMP, TEAMS (Transmission Estimating and Management System), and/or P6/Primavera preferred
- Knowledge of contract administration

#### **Behavioral Attributes:**

- Demonstrates Our Values (Safety First, Intentional Inclusion, Act with Integrity, and Superior Performance)
- Models ethical conduct
- Exhibits strong initiative and ability to make difficult decisions
- Adaptable to internal and external demands
- Ability to develop creative solutions to solve problems and balance the needs of the Company and external public
- Ability to resolve conflict between individuals and functional areas
- Ability to cultivate a team environment for project success
- Attention to detail and following processes and procedures
- Empowered to speak up and make tough decisions with the awareness to get management involved when necessary and in a timely fashion
- 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
- Works very well with their Transmission Analyst. Cohesiveness is key as both rely on each other to be successful. Keen focus on building trust with their Transmission Analyst to represent them in their absence
- Embrace utilizing technology in their day-to-day activities and functions
- Understand that after hours response is occasionally required due to customer needs, project scheduling, storm restoration activities (DAT), and other unforeseen reasons
- Embrace being a “go-to” resource as other stakeholders lean heavily on the Project Manager for guidance and direction with Transmission processes, procedures, and work plans
- Foster an inclusive culture where employees feel valued and create an environment of trust, development, and continuous improvement

#### **JOB RESPONSIBILITIES**

- Ensure safety and quality are maintained at all times during the project life cycle
- Coordinate the design, engineering, procurement, land acquisition, and construction activities for multiple transmission line and substation projects in a geographic territory. Includes coordination with the Integrated Transmission System (ITS) and Generation
- Provide regular updates/communication status of projects (i.e. Management, Regions, TMCs, ITS partners, Customers). Provide proactive communication when problems arise that will impact costs, schedule, or the external public.



- Monitor and analyze project expenditures to provide management with projected monthly, year-end, and total project costs. Includes managing scope changes and gaining proper approval before construction.
- Identify needed tasks, milestones, and resource requirements for assigned projects. Balance cost constraints, schedules, environmental requirements, regulatory requirements, and community impacts with Transmission system requirements in order to meet the project need date.
- Monitor and analyze progress on each project to identify and negotiate changes with internal and external parties.
- Adjusts work plans and resource requirements as changes occur. Implements the change management process effectively.
- Route paperwork expeditiously to ensure proper budgetary approvals are obtained.

## **RELATIONSHIPS**

### **Key External Interfaces**

Community leadership and local customers.

Region leadership and leaders of other departments. Executives and managers for project updates.

Local governments for permits and work coordination.

## **BUDGET RESPONSIBILITY**

Capital Budget: Responsible for multi-million-dollar, multi- year projects.

O&M Budget: Minimal

### **Project Scheduler** – Atlanta, GA (2 Positions)

This position leads the effort to allocate and schedule transmission and/or distribution events in support of GPC Capital Projects. This individual will be paired with a Project Manager and will be 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

### **Job Requirements**

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**

Approximately 25% travel will be required for this role.

**[Cost Analyst, I, II, Sr., or Staff – Transmission Project Management \(PMO\)– Atlanta, GA \(2 Positions\)](#)**

The Project Controls Cost Analyst will be responsible for providing analytics support for the GPC Transmission Project Management Organization (PMO). The analyst will be part of a team responsible for development of the reporting and analysis needed to support Power Delivery Project Management, Project Controls team, and GPC Accounting and Finance team. This team will also be responsible for providing project cost review, capital budget analysis and funding solution proposals for specific projects and blanket budgets.

**JOB REQUIREMENTS****Education**

- Bachelor's degree from an accredited college/university, or relevant work experience beneficial.
- Advanced degree and/or CPA/PE/PMP certification is a plus.

**Experience and Knowledge**

- Analysis of cost and schedule information, identification of potential concerns, as well as corrective alternatives, and presentation of recommendations to management.
- Compilation and review of budgets using actual performance, previous budget figures, estimated revenue, expense reports, and other data sources to control funds and provide for proper financial administration.
- Monitoring of projects' performance against budget baselines and established performance milestones.
- Performing estimate at completion analysis of all cost elements within a project taking into consideration contract commitments, expenditures to date, changes and potential trends.
- Extracting and developing regular and ad hoc reports from project finance and accounting systems to track costs and budgets.
- Maintaining database(s) by entering, verifying, and backing up data to ensure integrity and completeness of financial data systems.

**Skills and Behavioral Attributes**

- Demonstrates Our Values: Safety First, Intentional Inclusion, Act with Integrity, and Superior Performance.
- Seeks to earn trust, act ethically, maintain positive and professional relationships, and contribute to a culture of inclusion
- Be intellectually curious and a creative problem solver.
- Committed to delivering high quality, accurate deliverables with attention to detail.
- Intermediate or better Excel skills, as well as other Microsoft Office applications.
- Able to observe trends and issues within large, sometimes disparate data sets, and then transform those observations into actionable insights.
- Effective communication skills, including experience and a high level of comfort with presenting data and analysis results graphically and verbally to diverse audiences.
- Ability to work independently without direct supervision.
- Embraces change and evolution while being fearless and positive in championing change among peers.
- Able to handle shifting priorities and deadlines.
- Experience with data analytical products, including Microsoft Bi or Tableau is a plus.
- Understand that after hours response is occasionally required due to customer needs, project scheduling, storm restoration activities, and other unforeseen reasons.

**Additional Information**

- Infrequent overnight travel may be required.
- This is a hybrid position. Candidates must live within reasonable commuting distance of a Georgia Power facility and be available for on-site work as required.

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