

# Tennessee Valley Authority

## Manager, Biological Compliance - 510007

**Job ID:** 510007

**Location:** KNOXVILLE, TN

**Regular/Temporary:** Regular

### Responsibilities

**Manager, Biological Compliance - 510007**

**Organization:** Environmental Compliance & Operations

**Department:** Biological Compliance

**Location:** Knoxville, TN

**Posting Open:** 3/16/2020

**Posting Close:** 3/23/2020 at 11:59 PM EST

**Salary:** \$88,600 - \$155,100

**Grade:** 09

**POSITION PURPOSE:**

Serves as TVA's ESA Compliance Officer (ECO) responsible for ensuring the management of the agency's threatened and endangered, aquatic and wetland resources and the agency's legal compliance with federal regulations and Executive Orders related to biological resources, wetlands, or aquatic ecology.

This position is accountable for managing the technical and administrative functions of the biological regulatory programs in order to meet TVA's environmental compliance, developing TVA recommendations, programs, practices, and procedures on related environmental matters, and provide overall regulatory and policy guidance within TVA on TVA/federal/state regulations and policies

#### **JOB DIMENSIONS:**

**Supervisory Responsibility** — Supervises a staff of specialists and program managers, including development of annual team and individual staff goals, performing quarterly and annual service reviews, task assignments, training needs and recommend annual performance awards.

**Budget Responsibility** — ~\$ 2M

#### **PRINCIPAL ACCOUNTABILITIES:**

- Manages, prioritizes and supervises activities of the team to balance competing project/workload demands and ensure timely completion of deliverables (meet project schedule and budget milestones).
- Accountable to provide overall agency governance and oversight of Endangered Species Act Compliance Program and provide regulation interpretation and applicability of all Federal, state, and local regulations and Executive Orders.
- Ensures TVA-wide processes and procedures on related regulatory issues are developed, issued and updated.
- Provides guidance, consultation, and technical and regulatory support on project development and application environmental regulations and TVA policies including threatened and endangered species and wetlands.
- Makes policy and strategy recommendations to VP Environment, Director of EC&O, and other SBU/BU Leadership Teams
- Manage all approval/consultation activities for SBUs including initiation, preparation, and negotiation. Assess and make determinations of biological impacts for proposed TVA projects; develop biological assessment and consult with USFWS on results of determinations, as appropriate; track related commitments to ensure consistency in implementation of those required by Biological Opinions and others as specified in other ESA consultations. Support SBU/BUs with mitigation implementation strategies to ensure agency-wide compliance, standardization, and consistency.
- Responsible for the identification, development and maintenance of cooperative working relationships with persons, groups, or organizations internal and external to TVA to ensure accuracy and completeness of information systems and data. Ensures that programs and activities are properly coordinated, internally and externally, and that they are sufficiently integrated with related TVA, Federal, state, and local programs to efficiently and cost-effectively accomplish customer requirements and meet TVA objectives
- This position will be expected to collaborate, interface, and provide coordination among internal business units and external groups and organizations.
- Accountable for successful implementation and upkeep of the heritage database system ensuring effective data acquisition and storage, and effective utilization of data in land use planning, compliance review and assessment activities, site identification, and protection activities.
- Manage the O&M (and as applicable group project) budget ensuring costs are charged appropriately.
- Other assignments as directed.
- Promote an atmosphere of strong teamwork by demonstrating and cultivating TVA's values and competencies.

- Manages the development of employees by broadening and improving skills and by creating a workforce that is flexible, diverse and adaptive to change. This would include evaluating and documenting employee performance as well as taking corrective action when performance or behaviors are not within guidelines or expectations.
- Ensures a diverse work force and a work environment free of discrimination and harassment where employees are encouraged to develop to their full potential. Provide leadership that ensures high innovation, cooperation, employee morale, and creativity. Ensure that the workplace and work practices are safe and free of hazardous situations

**MINIMUM REQUIREMENTS:**

**Education** – B.S. degree in biology, zoology, ecology or an equivalent related degree; or equivalent education, training & experience. An advanced degree is desirable.

**Experience** – 7 or more years of biological resource management experience.

**Certification/License, etc** — None

**Knowledge/Skills/Abilities** — Comprehensive knowledge of biological sciences and ESA and wetland legislation. Must have ability to negotiate professionally sound research designs and cost effective budgets with universities and major firms. Candidate may be required to obtain and maintain a security clearance based on position / access requirements and essential job functions.

**Equal Employment Opportunity**

TVA values and embraces diversity. We encourage all individuals to apply regardless of race, color, national origin, ethnicity, gender, sex, abilities/disabilities, sexual orientation, religion, veteran status and age. We strive to be inclusive of all the people we serve across the Valley.

TVA is an Equal Opportunity employer and complies with all applicable laws and regulations regarding equal employment opportunities. Any applicant or employee who believes s/he has a discrimination claim (including harassment or retaliation) must contact TVA's Equal Opportunity Compliance office within 45 calendar days of the event or action s/he believes to constitute discrimination, harassment, or retaliation.

**Drug-Free Workplace**

All TVA Non-Nuclear employees are covered by TVA's Federal Drug-Free Workplace Program Plan, in accordance with Executive Order 12564, Public Law 100-71 and the Mandatory Guidelines for Federal Workplace Drug Testing. Information regarding the Drug Free Workplace Program can be found at [www.samhsa.gov/workplace](http://www.samhsa.gov/workplace). TVA Non-Nuclear employees in Testing Designated Positions, including those performing safety-sensitive duties are also subject to random drug testing. TVA Nuclear employees are subject to random alcohol and drug tests in accordance with 10 CFR Part 26 as mandated by the Nuclear Regulatory Commission (NRC).

## **How to Claim Vet Preference**

If you are a U.S. Military Veteran and would like to be considered a preference-eligible veteran for the purposes of your employment application to TVA, please take the necessary actions outlined in the application process. Please submit your military documents each time you apply for a position.

How to Submit Documentation:

- 1) Upload documents after you complete the application by clicking Careers Home, Cover Letters and Attachments, and Add Attachment, or
- 2) Email documents to [Veteran@tva.gov](mailto:Veteran@tva.gov)

**Use the Following Link to Apply**

<https://tvacareers.ttcportals.com/jobs/5121889-manager-biological-compliance-510007>

