

Job Title: Supervisor

WPS, a subsidiary of WEC Energy Group, is seeking a Supervisor at the Weston RICE Generating Station located in Kronenwetter, WI.

Job Summary

A Supervisor at the Weston RICE Generating Station (WRGS) supervises employees in the operation, maintenance, and repair of power plant equipment by planning, scheduling, and directing the activities required to ensure safety and productivity.

Job Responsibilities

Manage Employees

- Establish goals for employee safety and performance expectations.
- Plan and conduct safety meetings to support safety requirements.
- Plan and schedule employee and group work assignments to balance overtime with optimal reliability of generating assets.
- Coach employees to improve skills and optimize work performance.
- Consult with Asset Manager and the others to address any employee performance or disciplinary issues.
- Evaluate performance of, conduct annual performance reviews of and provide feedback to individual represented employees.
- Coordinate with union stewards to resolve employee issues and conflicts.
- Support diversity by actively seeking out and encouraging diversity in perspective and by establishing an environment of inclusion.

Manage Work

- Apply knowledge of generation asset hazards for safe and effective work management control.
- Ensure compliance is maintained for safety procedures including, but not limited to protective tag procedure, confined spaces, etc.
- Evaluate work situations to determine safety needs to properly address issues.
- Support and execute plant emergency response plans and restoration of plant as required.
- Apply knowledge of environmental requirements of generation asset to ensure compliance is maintained regarding plant operations and maintenance.
- Prioritize, schedule and plan work for employees and work group.
- Develop daily work activities and communicate job assignments.
- Perform combination of planning and scheduling skills to develop and execute rolling maintenance schedule for generation asset.
- Develop outage plans to prepare equipment for outage and execute outage work.
- Evaluate urgency of repairs or shutdown of equipment needed to ensure safe operation of generation assets. Initiate action to perform repairs as required by the circumstances.
- Apply knowledge of generation asset design parameters and component interrelationships when making decisions regarding maintenance, troubleshooting and operational issues.
- Assist in and perform troubleshooting of generation asset systems and components as required to maintain reliability.
- Use technical resources to obtain information and knowledge about generation asset to guide work teams.
- Follow up on work assignments to ensure quality, productivity, and safety are maintained to ensure reliable operation of generation assets.
- Work with Asset Manager to ensure employees obtain and maintain job skills required for operating and maintaining generation asset.

- Use systems software (e.g., Impact, Manager's Desktop, and Office Suite) to complete administrative tasks such as review of daily timesheets, completion of injury reports, etc.
- Manage external contractors to safely and effectively perform work.

Maintain Relationships

- Establish and maintain good working relationships with represented employees, unions, and management staff.

This is a job family posting (Supervisor/Sr Power Plant Supervisor) and experience will be the determining factor.

Minimum Education Required

High School Diploma, HSED, or GED

Minimum Qualifications

- 5-10 years' experience in power plant operations and/or maintenance or similar industry OR
- 5-10 years' experience in supervision.
- Ability to communicate, establish and maintain good working relationships with employees, union representatives and plant management.

Preferred Qualifications

- Good working knowledge of labor agreements and relationships.
- Knowledge of operating and maintenance procedures and technical aspects of design of Reciprocating Internal Combustion Engines (RICE), generators, and auxiliary equipment.
- Knowledge of generation asset hazards and safe work procedures.
- Working knowledge of basic chemistry, principles of heat transfer, fluid flow, lubrication, metallurgy, electrical theory and distribution, and control systems, including field instrumentation.
- Basic understanding of OSHA requirements.
- Experience with SAP or other Maintenance Management Systems (MMS).

End Date: 04/17/2024

We reserve the right to modify the application deadline or discontinue accepting applications for any position if deemed necessary.

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