



ELECTRICAL ENGINEER

HIBBING, MINNESOTA
PUBLIC UTILITIES
COMMISSION

MGT

HPU **HIBBING**
PUBLIC UTILITIES

ELECTRICAL ENGINEER • UTILITY CONTROLS AND ENGINEERING TEAM

HIBBING, MN • PUBLIC UTILITIES COMMISSION

THE OPPORTUNITY

Hibbing, MN (population 16,214), Public Utilities Commission seeks an Electrical Engineer to lead the Utility Controls and Engineering Team. This role involves implementing the Instrumentation, Electrical, and Engineering Team and reporting to the General Manager. The Electrical Engineer will lead three design technicians, and the Utility's Electrician & Instrumentation Work Group consisting of 1 crew leader and 4 technicians. Responsibilities include engineering design, maintenance, and construction for transmission and distribution substations, ensuring systems integration, integrity and reliability.

ABOUT HIBBING, MINNESOTA

Located in St. Louis County, Hibbing is a city with a rich history and vibrant community. Once known as the "Iron Capital of the World," Hibbing is home to the world's largest open pit iron ore mine, the Hull Rust Mahoning Mine, often referred to as the "Grand Canyon of the North." The city also boasts historical significance as the birthplace of Greyhound Bus Lines and the home of notable figures such as Bob Dylan, Roger Maris, and Kevin McHale.

Today, Hibbing serves as a regional center for government, retail, and medical services, with a population of 75,000 within a 60-minute drive. The city offers an active downtown and abundant outdoor recreation, including over 1,500 acres of parkland, two golf courses, a dog park, and a disc golf course. Carey Lake Park features a public beach, boat launch, fishing pier, and hiking trails. The Mesabi Trail, a 135-mile paved trail, connects Hibbing to the Boundary Waters and the Mississippi, providing opportunities for biking, hiking, walking, and inline skating. Winter activities include outdoor skating rinks and cross-country skiing at Carey Lake Park.





ABOUT HIBBING, MINNESOTA (continued)

Hibbing also offers excellent indoor amenities, such as the Memorial Arena for ice hockey, curling, and theater performances, and a library celebrating Bob Dylan. The historic City Hall, built in 1922, is listed on the National Historic Register.

The community is supported by a strong school district, Hibbing Public Schools, which provides diverse curricular and extracurricular opportunities, including hands-on learning experiences in rocketry and engineering. Fairview Range offers top-notch medical services, and the city is served by the Range Regional Airport, located within three hours of the Minneapolis-St. Paul MSA and 75 miles from Duluth.

With its rich history, community amenities, and access to outdoor recreation, Hibbing offers a high quality of life for residents, businesses, and visitors.

DEMOGRAPHICS

- Population: **16,214**
- Square Miles: **181.83**
- Median Home Value (owner occupied): **\$123,900 + \$10,335**
- Median Household Income: **\$55,463**
- Median Gross Rent: **\$784 + \$89**



DEPARTMENT OVERVIEW

The Hibbing Public Utilities Department as a whole has 78 employees and an annual expenditure exceeding \$31 million. It provides water, electricity, steam, and natural gas services. The electrical department manages approximately 100 miles of distribution and has plans for an additional 3 miles of transmission. There are currently 9 substations, with 2 more in the final construction phase, bringing the total to 11 distribution substations. HPU owns and operates the Hibbing Renewable Energy Center (HREC), a co-generation heat & power plant with 4 boilers and three turbine generators. Headlining the generation operations is HPU's 135 Klbs/hr Biomass Boiler #4. The generators have a total connected load capability of approximately 32MW. The total Department budget for 2024 includes actual revenue of \$30.9 million and expenses of \$30.3 million, with projected revenue for 2025 at \$32.5 million and expenses at \$32.2 million.

THE POSITION

The Electrical Engineer will lead the Instrumentation & Electrical (I&E) Department, GIS, Engineering Technicians, and Electric Line Crew. This role is responsible for overseeing engineering design, maintenance, and construction projects related to transmission and distribution substations, as well as ensuring the integration, integrity and reliability of the electric system.

KEY RESPONSIBILITIES INCLUDE:

The Electrical Engineer will oversee engineering design, electrical power systems, instrumentation and controls, and substation construction and operations. This role involves ensuring compliance with industry standards (NESC, NEC, IEEE, NERC, FERC, etc.) and regulatory requirements. Responsibilities include providing engineering support for capital improvement projects from design through construction and commissioning, coordinating with contractors, vendors, and internal teams to ensure project success, and developing project scopes, budgets, and schedules for timely and cost-effective execution. Additionally, the engineer will assist in troubleshooting substation, transmission, and distribution system issues, support emergency response efforts including storm restoration and outage investigations, and lead initiatives to improve system reliability, safety, and operational efficiency.

PROFESSIONAL CHARACTERISTICS

The Utilities seeks an Engineer who brings not only deep technical expertise, but also the leadership, communication, and interpersonal skills required to thrive in a high-profile, dynamic municipal environment. The ideal candidate will be a steady, confident leader with the ability to guide multidisciplinary teams, collaborate across teams and departments, and contribute meaningfully to citywide initiatives that promote resilience, infrastructure modernization, and service excellence.

The successful candidate will demonstrate:

- **Strong Technical Acumen** – A foundation in electrical engineering principles, design standards, and construction management, with the ability to apply best practices to complex municipal infrastructure projects and regulatory processes.
- **Collaborative Leadership Style** – Ability to foster alignment across teams, support staff development, and work productively with other departments, external agencies, and private development partners.
- **Clear and Credible Communication** – Comfort engaging with appointed officials, elected, consultants, residents, and staff. Able to convey technical information clearly, build trust, and represent the City's interests in public and regulatory settings.
- **Organizational Awareness and Accountability** – Understanding of public sector operations and the importance of delivering high-quality, efficient service in a politically aware, community-focused environment.
- **Problem-Solving and Innovation** – A proactive and solutions-oriented mindset, with the confidence to recommend improvements, address challenges, and embrace innovation while upholding technical integrity and compliance.
- **Commitment to Public Service** – Passion for improving the built environment, supporting sustainability goals, and contributing to a vibrant, resilient, and world-class community.



KEY OPPORTUNITIES AND CHALLENGES

The next Electrical Engineer will enter the organization at a pivotal moment with a strong slate of projects, an ambitious resilience agenda, and a department in the process of rebuilding internal cohesion. This role offers both the opportunity to lead transformational infrastructure initiatives and the responsibility to strengthen the operational culture of a large, multifaceted department.

- **Leading a Full Slate of Capital and Resilience Projects** - Hibbing continues to be a regional leader in resilience, with projects focused on a Restorative Utility Plan. The next Engineer will be expected to support these projects are designed efficiently and effectively, in collaboration with internal and external partners.
- **Building Internal Alignment and Supporting a Talented Workforce** - The department has experienced leadership turnover and vacancies in key technical positions, The new Engineer will be tasked with reestablishing stability, building internal trust, and fostering a strong team culture.
- **Strengthening Community Engagement and Commission Relations** - Hibbing has an active and highly engaged community. The Engineer will need to represent the department with professionalism, navigate complex and sometimes contentious issues, and build credibility with residents, business owners, and the Commission.
- **Enhancing Departmental Processes and Operational Performance** - With responsibility for everything from INSTRUMENTATION, ELECTRICAL, AND ENGINEERING TEAM, the Engineer will be expected to identify process improvements, promote service efficiency, and advance a culture of responsiveness and accountability.
- **Navigating Contract and Budget Realities** - Several key electric contracts are in place and will require deconfliction and will require strategic and oversight. The Engineer must be fiscally savvy and experienced in cost estimates, design, with a demonstrated ability to do more with less while prioritizing long-term infrastructure sustainability.
- [Active Projects](#) List





MINIMUM REQUIREMENTS

- Professional Engineer (PE)
- Bachelor's Degree in Electrical Engineering or a related field.
- 5+ years of experience in electrical power systems, substation design, transmission/distribution, or related fields.
- GIS mapping, asset management systems, and engineering software.
- Class D drivers license

THE IDEAL CANDIDATE WILL BE:

- Committed to public service and transparency, build and maintain trust
- Able to mentor, develop, and empower staff.
- An exceptional listener with a high level of interpersonal awareness.
- Experience managing engineering and field crews in an electric utility
- Knowledge of high-voltage transmission, distribution planning, and construction
- Experience with SCADA, protective relaying, and automation systems is preferred.
- Let me know if there's anything else you need!
- Proficiency with AutoCAD, ArcGIS, CYME, ETAP, or similar engineering tools.
- Understanding of renewable energy integration and grid modernization strategies.

COMPENSATION AND BENEFITS

The salary range for the position is \$100,000 - \$145,000, with an anticipated starting range of \$115,000 to \$130,000. The Hibbing Public Utilities provides an excellent and comprehensive benefits package, which includes a PERA 7.5% retirement contribution, a 457(b) 5% match, family health insurance for less than \$100 per month, and a \$7,500 annual contribution to an H.S.A. for family, in addition to other competitive benefits.

HOW TO APPLY

This position is open until filled with applications being reviewed as they are received. Please apply with resume, cover letter and contact information for five work-related references to the attention of Mike Brethorst, MGT Senior Consultant, for questions about the position he can be contacted by Tel: 218-329-0700.

