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September 27, 1996

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OFFICE OF THE SECRETARY
RULEMAKINGS AND
ADJUDICATIONS STAFF

Gary L. Fiser, BR 5D-C

JOB OFFER

This is in response to our discussion regarding your employment at TVA.

As the result of our discussion, I am offering you a position as Chemistry Program Manager (PWR), PG-8, at a salary of \$77,069.00. This position is located in Chattanooga in the Corporate Radiological and Chemistry organization. This offer if you accept will cancel your voluntary resignation from TVA.

Please respond to me by October 2, 1996.



P. L. Reynolds
General Manager, Human Resources
LP 3B-C

Accept

Reject

TVA Exh. 4

CC000035

POSITION DESCRIPTION

Position Title	<u>Chemistry Program Manager (PWR)</u>	Social Security Number	_____
Location	<u>Chattanooga</u>	Pay Group or Schedule/Grade	<u>PG-08</u>
Organization Titles		Effective Date	_____
Group	<u>TVA Nuclear</u>	Incumbent's Signature	_____
Operations	<u>Nuclear Operations</u>	Supervisor's Signature	_____
Division	<u>Operations Support</u>	HRM/HRO's Signature	_____
Department	<u>Corporate Radiological Control and Chemistry</u>	Reports to (Title)	<u>Corporate Radiological Control and Chemistry Manager</u>
Section	_____		_____

FOR COMPENSATION PLANNING AND ANALYSIS USE ONLY

POSITION EVALUATION	EVALUATION DATE	<u>7/16/95</u>		CP&A REVIEWER INITIALS	<u>JEC</u>	
<u>E13</u>	<u>350</u>	<u>E3 (38)</u>	<u>132</u>	<u>E1P</u>	<u>132</u>	<u>614</u>
<u>✓</u> Slot	<u>K-H Pts</u>	<u>P-S Slot</u>	<u>P-S Pts</u>	<u>Acct Slot</u>	<u>Acct Pts</u>	<u>Total Pts</u>
						<u>55-22-22</u>
						<u>Profile</u>
						<u>=</u>
						<u>Profile</u>
Proposed Job Title	<u>PROGRAM MANAGER</u>		Schedule/Pay Grade	<u>PG-08</u>		
Organization Code	_____		Job Code	<u>2581</u>		
	_____		Supervisory Code	<u>N</u>		
	_____		Function Code	<u>L20</u>		

POSITION PURPOSE:

Provide senior technical direction, expert support oversight, and Program/Project management in the chemistry programs of the TVAN facilities. Develop programmatic requirements for chemistry management programs. The incumbent serves as the primary liaison between the TVAN sites and TVA corporate. The incumbent manages the implementation of directives, standards, and policies and regulations at all TVAN sites. The incumbent is the lead individual for ensuring that high standards are set and maintained at both corporate and the TVAN sites. His/her efforts are focused on establishing/maintaining a chemistry program that enhances the safe and reliable operation of TVAN sites.

DIMENSIONS:

Typical size of projects - \$10M - \$10MM. Annual projects managed - 10
Other:

1. Incumbent acts as Manager, Radiological Control and Chemistry in his absence with the signature authority and control of the budget (\$3MM) associated with that position.
2. Serves as Technical Contract Manager establishing, controlling, and maintaining multi-site chemistry services and material contracts. (Material and Services Annual Budget \$10MM)
3. Serves as Radiological Assessment Manager in the event of a nuclear site emergency

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POSITION TITLE: Chemistry Program Manager (PWR)

PD NO. 960383

NAME _____ SSN _____

EFFECTIVE DATE _____

(First) (Middle) (Last)

PRINCIPAL ACCOUNTABILITIES:

Key Responsibilities

- SQN, WBN (PWR) Chemistry Program
 - Secondary Chemistry Program Support for TVAN PWRs
 - Post accident sampling systems
 - Cooling tower chemistry
 - Software control program
 - Analytical Working Group Management for all TVAN sites
 - Multi-Site Technical contract Management such as Ecolochem, Dionex, PASS services for all TVAN sites
1. Provide technical and programmatic expertise for implementation of the TVAN chemistry program at individual sites. Provide direction as needed for project manager's managing projects at SQN and WBN. Oversee the activities of other personnel assigned support functions for meeting the responsibilities of this position.
 2. Function as the TVAN senior technical expert to the sites in the areas of PWR Secondary chemistry control.
 3. Function as the TVAN senior technical expert and provide direction in the implementation of such programs as Molar Ratio Control, Secondary Chemistry Optimization, and zinc injection.
 4. Assist Management with interpretation of chemistry policy - review and concur with site procedures and other TVAN documents that may impact the programs. Promote optimum consistency among site programs.
 5. Recommend chemistry program goals and specifications that are consistent with best industry practices, and assist with the implementation of actions to achieve them. Direct the performance of site evaluations of the chemistry program to ensure consistency and compliance with established requirements.
 6. Direct review and concur with root cause analyses for identified site chemistry program problems. Direct the development of corrective action plans, and coordinate the implementation of approved corrective actions.
 7. Direct the performance of regulatory and licensing reviews of chemistry issues, recommend TVAN responses or positions, and concur with responses to external organizations.
 8. Develop and conduct specialized seminars on chemistry technical topics as requested and conduct periodic training related observations/provide recommendations for improvements as necessary.
 9. Provide long-term/large scope project support to WBN and SQN for major chemistry projects. Provide short-term plant problem response to the sites as requested.
 10. Perform long-term data trending and assessment of key WBN and SQN Secondary chemistry data. Provide appropriate feedback and corrective action proposals as necessary. Prepare an annual WBN and SQN chemistry report with review and concurrence with site staffs and issue.
 11. Function as a TVAN representative to the EPRI PWR water chemistry committee, PWR Owners Group Chemistry Committee, and appropriate industry and regulatory workshops/conferences/seminars. Coordinate the release of chemistry data to outside organizations as authorized.
 12. Serve as a Chemistry specialist, dose assessor, or RAC/RAM in the event of a radiological emergency. Remain on call 24 hours a day unless relieved by other appropriate personnel during emergency events.
 13. Actively engage in plant tours, personnel interviews, observation feedback and working meetings during routine operations and plant outages. Coordinate with sites for INPO evaluations and responses.
 14. Function as team leader and provide technical expertise in support of the Quarterly Chemistry Team assessments for TVAN sites.
 15. Chair Analytical Working Group for all TVAN sites and ERM1.
 16. Develop multi-site contract technical specifications and act as technical contract manager for applicable contracts such as makeup water, Dionex services, PASS services, bulk chemicals for all sites.
 17. Act for the Corporate Radiological Control Manager in his/her absence.
 18. Provide effective communications of the Corporate Chemistry Program to the TVA nuclear sites.

MINIMUM QUALIFICATIONS:

The incumbent should have a bachelor's degree or the equivalent in chemistry, environmental sciences, or chemical engineering, including formal training and experience in management. The incumbent shall have at least eight years of professional experience in applied chemistry, with experience at an operating nuclear power plant preferable. The incumbent should have a detailed knowledge of modern analytical and radioanalytical equipment and methods used for performing all required chemistry analyses at TVAN sites which includes equipment operation and capabilities. He/she must possess a very good knowledge base in the areas of PWR and BWR chemistry control guidelines requirements. An advanced degree and ten years experience at the professional or managerial level are desirable.

The incumbent in this position is subject to rotational assignment.