



J. Powers RECRUITING, INC.

A member of the Sanford Rose Associates® network of offices.

Presenting on behalf of:

KGS Group



Position:

*Practice Lead for Hydroelectric
Electrical Engineer with PE*

Prepared by Jennifer Powers
Phone or text: (916) 304-6661
Email: Jennifer@JPowersInc.com

The position profile has been compiled by J Powers Recruiting, Inc. on the basis of our exclusive arrangement with the Client to help them identify and hire for the specified role. The following is provided for your personal information and should be kept confidential

BE HEARD. GET RESULTS.

A member of the Sanford Rose Associates® network of offices.



Practice Lead Hydroelectric Electrical Engineer with PE

This is the company to join if you want to LOVE going to work and to be at the heart of exciting and technically challenging hydropower projects!

Company Information

[KGS Group](#) / KGS International is an employee-owned, multidisciplinary engineering consulting firm serving clients across North America. We're not a traditional engineering company—we build lasting relationships and deliver exceptional work by putting our people and clients first. Our commitment to “KGS Quality” means we look closer, dig deeper, and never take the easy way out. Every project matters, and we care enough to do it right. Explore some of our [standout projects and accomplishments](#).

[KGS International](#), a leading provider of hydropower engineering solutions is continuing the growth of its US operations with an expanding presence in Sacramento, CA and Seattle, WA and an emerging office in Corvallis, OR.

As an employee-owned firm, we are fully invested in both our work and our team. Joining KGS means contributing to some of the most meaningful and technically exciting projects along the West Coast, while gaining access to diverse expertise and countless opportunities for growth.

We are all about hydro - our long-standing clients operate in the hydropower and water management sectors, and as we expand our U.S. presence, we are growing our team with talented professionals.

KGS International offers the opportunity to help build something meaningful in the hydropower industry. Employees have a real voice and play an active role in shaping the company's direction and culture. The team shares a strong passion for clean energy and sustainable hydropower, creating a mission-driven environment where work truly matters.

The company is building a supportive, value-driven workplace from the ground up, one that encourages innovation, personal growth, and collaboration. Team members develop long-lasting co-worker and client relationships based on trust and results, and they solve complex challenges through creative thinking and partnerships with top industry solution providers.

Be part of a company where your work makes an impact—and where you're empowered to grow your career. Explore the latest KGS news, insights, events, awards, and more. [News & Insights](#) [KGSI strengthens US presence - International Water Power](#)

They Value and Appreciate their Employees/Benefits and Features

Why You'll Love Working at KGS Group

KGS Group is a people-focused engineering firm built on a strong 40-year legacy in water and hydropower. Employees are valued through a culture where their voice matters, collaboration is encouraged, and individuals can make a meaningful impact on the work they do.

The company combines a deep passion for hydropower with a workplace culture rooted in strong values, long-term vision, and lasting client relationships. Many team members, including the original owners, have been with KGS for over 20 years, creating stability, mentorship, and continuity.

Employees also benefit from access to globally respected subject matter experts with 20+ years of hydropower experience, offering mentorship and deep technical knowledge. With its collaborative and entrepreneurial spirit, KGS International is ideal for people who want to contribute, make an impact, and be part of something bigger.

The firm embraces a collaborative and entrepreneurial environment where innovation is encouraged. Unlike larger risk-averse firms, KGS takes on complex, “first of its kind” projects and partners directly with trusted vendors and general contractors. Examples include designing a 600-ton gantry crane and teaming with specialized instrumentation partners on cutting-edge work such as placing strain gauges on a pump turbine with 1,000 feet of head—instrumentation at pressures never previously attempted.

Employees at KGS get to work on “cool” and technically challenging projects that competitors often avoid. They're not just assigned tasks—they help shape the work they do, have real influence, and see the impact of their contributions.

At KGS Group, we put people at the heart of everything we do. We show our appreciation through a culture built on connection, flexibility, and genuine care for our employees.

A Culture of Fun, Community, and Appreciation, there's always something to look forward to here. With monthly social events like February Fitness Month, Pi Day, Volunteer Month, festive holiday celebrations, potlucks, and Employee Appreciation Day, our teams enjoy engaging, meaningful opportunities to connect and recharge all year long.

Flexibility That Supports Real Life. We know that every employee's needs are unique. While we generally follow a "more in than out" hybrid approach—typically 3 days in the office and 2 days from home—we also understand that life happens. That's why we make *exceptions where possible* and offer flexibility whenever we can to support our people both professionally and personally.

KGS Group provides a comprehensive and competitive benefits package designed to support your health, financial security, and overall well-being, including:

- Health, dental, and vision coverage – with KGS covering 70% of the premium cost
- 401(k) retirement plan with 4% company match
- Company-paid life insurance
- Flexible Spending Account (FSA) options
- Employee Assistance Program (EAP) for confidential personal and professional support

Your Role with the Company

You will be responsible for providing engineering inputs integral to both small and large-scale hydro and dam projects. You will lead and mentor teams, support the management of production, and coordinate the delivery of engineering work products, often with multi-disciplinary project team members and external stakeholders. You will not only support and help grow the broader engineering team capabilities, but your particular focus will be on continuing the development of our hydropower capabilities and working with key staff in growing the business.

You'll also be involved in supporting project management duties, coordinating with internal and external clients, and assisting with guiding and mentoring other engineers within the team. In this role, you will lead teams conducting technical work for feasibility studies, engineering designs, preparation of construction drawings and specifications, and carrying out inspections for rehabilitation projects for dams and hydroelectric facilities. Your particular focus will be design, delivery, and mentorship, but you will also be involved in the proposal process. You will be working in a collaborative environment with a great team of engineers, technicians, scientists, and other industry-leading peers.

Key Responsibilities

- Provide input to those managing and executing multiple projects (small to large) from the proposal stage through to completion
- Establish connections with other departments to support and enhance service delivery
- Work collaboratively with other disciplines and multidisciplinary project teams to execute project deliverables, as well as ensure that quality objectives, schedules, and budgets are met
- Mentor junior staff
- Design modifications to, or entirely new electrical, instrumentation, and controls systems related to dams, control structures, water retaining structures, switchyards, and hydroelectric generating stations
- Conduct feasibility studies for proposed designs and assess costs and benefits for alternatives in a systematic and thorough manner.
- Manage and execute multiple projects from the proposal stage through to completion; Projects will include a variety of small to large projects involving water resources, flood control, and hydroelectric sectors
- Prepare and review reports
- Perform calculations
- Conduct inspections and support project work on site as required
- Edit and prepare design specifications.
- Conduct QA/QC reviews and facilitate the KGS's QA/QC process.
- Contribute to the development of the electrical engineering practice at KGS by assisting the electrical design leadership by documenting technical knowledge, improving internal production processes, coordinating and developing internal training content, and other tasks.
- Perform other duties as assigned

Community Information

Sacramento, California

Sacramento, the capital city of California, is a vibrant metropolitan hub known for its rich history, diverse culture, and strategic location within Northern California. Situated at the confluence of the Sacramento and American Rivers, the city blends historic charm with modern development, offering a unique mix of government, agriculture, innovation, and community life.

As the center of California's government, Sacramento is home to the State Capitol, numerous public agencies, and a growing network of private sector- organizations supporting policy, technology, health care, and education. The region's economy is anchored in government operations but continues to expand into clean energy, food and agricultural innovation, and professional services.

Sacramento's neighborhoods feature tree-lined streets, historic architecture, and a thriving arts scene. Its location provides easy access

to major Northern California destinations such as the San Francisco Bay Area, Lake Tahoe, Napa Valley, and Yosemite. With a warm Mediterranean climate, diverse population, and growing cultural footprint, Sacramento continues to emerge as one of California's most dynamic and livable cities. Learn more about [the City of Sacramento](#).

The office is located near Sacramento in Granite Bay, an upscale, scenic community along the shores of Folsom Lake, offering a serene residential environment with abundant outdoor recreation, top-rated schools, and proximity to the Sacramento metropolitan area. Known for its high quality of life, lush landscapes, and family-friendly environment, it is one of Placer County's most desirable places to live. Learn more about [the City of Granite Bay](#).

Background Profile:

To fill the role, we're looking for an applicant to bring forward a good mix of qualifications and previous experience. Some highlights should include:

- Bachelor of Science (BS) degree in electrical engineering
- Expertise with hydroelectric power projects with design and project management
- Professional Engineer (P.E.) in California, or the ability to obtain a PE in CA within 1 year
- Leadership background with the desire to mentor younger engineers
- Background in site investigations, condition assessments, design, and construction support
- Knowledge with station service distribution (all voltages), medium voltage equipment, fixed bus power distribution systems, Programmable Logic Controller (PLC) automation (for equipment control), generators and transformers including related monitoring systems, communication systems, system grounding, hoists, and gate automation, and balance of plant systems for hydroelectric stations preferred, but industrial experience will be considered.

Please contact me to find out more about this opportunity!

Contact: Jennifer Powers

Phone or Text: (916) 304.6661

Email: jennifer@jpowersinc.com