



City of Ames Power Plant Engineering Co-op

SALARY	\$24.72 Hourly	LOCATION	515 Clark Avenue, Ames, IA, 50010, IA
JOB TYPE	Temporary	JOB NUMBER	26-1116-01
DEPARTMENT	Electric Services	OPENING DATE	08/17/2026
CLOSING DATE	9/25/2026 12:00 PM Central	FLSA	Non-Exempt
BARGAINING UNIT	MERIT	RESIDENCY REQUIREMENT?	No

Centrally located in the heart of Iowa, Ames is a vibrant, progressive community with more than 66,000 residents providing an excellent quality of life. Home to Iowa State University, Ames offers year-round recreation opportunities, diverse cultural offerings, a stable economy, safe neighborhoods, and a high-achieving school district.

General Information

[https://www.youtube.com/embed/97rsAGfo1eQ?](https://www.youtube.com/embed/97rsAGfo1eQ?&embeds_referring_euri=https%3A%2F%2Fwww.governmentjobs.com%2F&source_ve_path=Mjg2NjY&wmode=opaque)

<https://www.governmentjobs.com>

The City of Ames Electric Department has an exciting opportunity for Engineering Co-Op positions to support the City of Ames Power Plant!

Expected dates of employment to be:

-January 18th, 2027 through August 6th, 2027 (Spring-Summer)

-May 17th, 2027 through December 17th, 2027 (Summer-Fall)

Co-ops will receive experience working in an active power plant. Power Plant Co-ops perform engineering services relating to inspection, improvement, efficient operation, maintenance, environmental assessment and compliance, and management of the power generation facilities of the municipal electric utility.

All Personal Protective Equipment (PPE), including work boots, will be provided by the City. Full-time student status is maintained throughout the coop/internship. Co-op's working over 40 hours in a week will receive overtime pay.

Please visit us at the ISU 2026 Fall Engineering Career Fair September 22nd for more information!

On-Campus interviews are anticipated to take place October 5th for candidates who qualify.

In order to be considered for this position, all applicants must submit their online application by the deadline listed on this posting. Your application includes complete responses to the supplemental questions. Please keep in mind that submission of a resume in lieu of work history on your application or answering the supplemental questions is not sufficient.

Applications submitted for this position by the application deadline may be considered for other openings in this classification for up to 6 months.

Examples of Essential Job Functions

Mechanical:

Manage projects from design to install such as new chemical feed system, a fly ash removal system and installation of platforms, overseeing contractors, keeping projects on schedule and within budget, and assuring good project completion with proper running, spare parts, and good documentation.

Research problem areas in plant such as excessive corrosion on equipment, constant mechanical failures, new material types for ash moving, thermodynamics of the boiler, and flows through piping and equipment.

Perform field inspections and documentation of equipment, parts, and running conditions. Update Piping and Instrument Diagrams. Review equipment and develop inventory based on criticality.

Electrical:

Manage projects from design to install such as converting DC drives to AC, replacing inverters and battery sets, and updating plant breakers.

Setting up Power Plant best practices for equipment maintenance and operations. ►

Work with management and electric technicians to determine project feasibility, design, equipment, and work flow.

Perform field inspections and documentation of electrical cabinets, terminations, and one-line diagrams.

Process Improvement:

Develop tracking systems for operational data and part inventories. Develop best practices for operations and maintenance procedures. Work with plant management to determine process improvements.

Research bottle necks in processes, unsafe work practices, and areas of high spending. Design improvements and propose projects to management. Manage the approved projects to completion.

Each employee is expected to continually strive to bring shared values to life through our Excellence Through People organizational culture. ETP values include: committing to continuous improvement; inspiring creativity and innovation; being customer driven; making data-driven decisions; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respect and dignity for one another; promoting safety and wellness; and cultivating teamwork. For leaders, this includes creating a work culture that brings these values to life. For all employees, this includes maintaining a Total City Perspective. The purpose of ETP is to deliver exceptional services to the public at the best price, and for employees to experience an enjoyable and stimulating work environment.

Qualifications

Education and Experience:

Required:

- Must be enrolled in ISU's Co-op Program.
- Full-time student status must be maintained throughout the co-op.

Licenses and Certificates: Valid driver's license required.

Preferred:

- A sophomore or junior level in program of study.
- Field of study Mechanical, Electrical, or Industrial Engineering.
- Experience in Mechanical, Electrical, or Industrial Engineering.

Knowledge, Skills, and Abilities Necessary to Perform Essential Functions: Ability to successfully participate in training and receive feedback; ability to retain training knowledge and skills; Ability to manage projects; ability to complete research on system problems; ability to perform inspections with proper documentation; ability to develop new system processes; ability to read and interpret data; ability to establish and maintain effective working relationships with citizens, supervisors, co-workers and other City employees.

Supplemental Information

Physical and Environmental Characteristics

General Physical Characteristics: The work involves sitting 60 percent of the time; standing and walking 40 percent of the time, frequently lifting objects under 10 pounds; infrequently lifting objects from 10 to 50 pounds; and infrequently lifting objects over 50 pounds.

Vision Requirements: The minimum standard for use with those whose work deals largely with preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small defects or parts, use of measurement devices or assembly of parts at distances close to the eyes.

Required Physical Activities: Including, but not limited to climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, sitting, reclining, walking, lifting, finger dexterity, grasping, feeling, talking, and hearing.

Environmental Conditions: The work is primarily performed inside with some outside exposure, and includes being potentially exposed to extreme cold, extreme heat, noise, mechanical and electrical hazards, atmospheric conditions that may affect the respiratory system or skin, conditions requiring use of personal protective equipment (PPE) including a full face respirator, confined spaces, heights, and poor lighting conditions including darkness.

Examples of Equipment Used on the Job: A variety of general purpose office equipment, including scientific calculators, adding machines, photocopiers, etc.; computer and peripheral equipment, including word processing, spreadsheet, database, presentation, engineering graphics, project management and engineering design software; a variety of printed materials; a variety of diagnostic equipment including electrical, mechanical, and pneumatic test equipment; a variety of general purpose hand tools and maintenance equipment; a variety of safety equipment and clothing.

Selection Process:

The selection process consists of an evaluation of education and experience, phone interview (depending on number of applicants), a panel interview, reference checks, a criminal background check, which includes a sex offender registry

check and motor vehicle record check. All candidates will be notified by email of their application status.

Preference may be given to candidates possessing qualifications above the minimum.

E-Verify Process:

The City of Ames participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each applicant's Form I-9 to confirm work authorization. All candidates who are offered a position with the City of Ames must complete Section 1 of Form I-9 along with the required proof of their right to work in the United States and proof of their identity on their first day of employment. Please be prepared to provide required documents on your first day of employment. For additional information regarding acceptable documents for this purpose, please contact Human Resources at 515-239-5199 or go to the US Citizenship and Immigration Services web page at:

<http://www.uscis.gov>.

NOTE: Applicants with disabilities may submit requests for ADA testing or interview accommodations to the Human Resources Department prior to the test or interview.

The City of Ames is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, age, religion, sex, sexual orientation, gender identity, genetic information, ancestry, national origin, marital status, disability, or protected veteran status and will not be discriminated against. Inquiries can be directed to the Human Resources Department at 515-239-5199.

Employer

City of Ames

Address

515 Clark Ave

Ames, Iowa, 50010

Phone

515-239-5199

Website

<http://www.cityofames.org/jobs>

Power Plant Engineering Co-op Supplemental Questionnaire

***QUESTION 1**

A requirement of this position is to be enrolled in ISU's co-op program. Are you, or do you plan to be, enrolled in ISU's co-op program?

☐ Yes

☐ No

***QUESTION 2**

Full-time student status must be maintained throughout the co-op. Do you plan to maintain full-time student status throughout the co-op?

- ☐ Yes
- ☐ No

***QUESTION 3**

Will you have a valid driver's license at the time of hire?

- ☐ Yes
- ☐ No

***QUESTION 4**

Which co-op time frame are you interested in?

- ☐ January 18th, 2027 through August 6th, 2027 (Spring-Summer)
- ☐ May 17th, 2027 through December 17th, 2027 (Summer-Fall)
- ☐ Either one

***QUESTION 5**

What is your current field of study?

***QUESTION 6**

What is your class level in your program of study? (freshman, sophomore, junior, or senior)

***QUESTION 7**

Please describe any experience you have in Mechanical, Electrical, or Industrial Engineering. (if applicable)

***QUESTION 8**

Provide an example when your problem solving skills were used to solve a problem in a work or project environment. What steps did you take and what was the outcome?

*** Required Question**