Generate your future

At APS, you’ll perform dynamic, valuable work ensuring our nearly 1.2 million customers receive safe, reliable, affordable energy. With roots in Arizona for more than a century, we are heavily invested in the well-being of the state and the communities we serve. This investment is seen not only in the form of electricity, but in community service, corporate giving and a significant economic impact as the state’s leading taxpayer and one of its largest employers.

Our employees are critical to achieving our vision of creating a sustainable energy future for Arizona. By 2030, we expect to add more than 600,000 new APS customers. We will meet those growing needs through innovation and the dedication of top talent. This includes investing in our employees’ development and career growth, and using smart technologies, renewable energy resources and a variety of customer programs to help manage both customers’ accounts and energy usage.
ARIZONA PUBLIC SERVICE
Since 1886, APS has served Arizona’s growing energy needs. Nearly 6,400 APS employees work together to provide safe, dependable electricity for nearly 1.2 million customers in 11 of Arizona’s 15 counties.

CREATING A SUSTAINABLE ENERGY FUTURE FOR ARIZONA
APS is building a cleaner energy future for Arizona. By 2025, APS expects to generate 15 percent of its power using renewable resources—primarily solar—and will invest in energy efficiency programs that help customers reduce their energy use. Because of the company’s sustainability efforts, APS and its parent company Pinnacle West have earned third-party recognition from such entities as ENERGY STAR®, the Dow Jones Sustainability Index and Corporate Responsibility Magazine.

DRIVING ARIZONA’S ECONOMY
APS has always understood that our company’s success is linked to the success of Arizona’s economy. According to an Arizona State University study, the company’s overall economic impact in Arizona in 2010 was $3.4 billion. As the state’s largest taxpayer, APS pays nearly $500 million to support important state services.

EXPERT OPERATOR AND SERVICE PROVIDER
With more than 6,300 megawatts of generating capacity throughout our multiple Arizona and New Mexico locations, APS operates the second-largest generation fleet in the western United States, and our delivery system spans more than 34,000 miles. APS is operator and part-owner of the Palo Verde Nuclear Generating Station, the largest power producer of any kind in the United States since 1992. The performance of APS’s fossil-fueled power plant also routinely ranks in the top tier of the electric utility industry.

SUPPORTING THE COMMUNITIES IN WHICH WE SERVE
APS employees and their families volunteer about 130,000 hours per year to worthwhile causes. This translates into nearly $3 million in service to our communities. APS employees can also support local communities by contributing a portion of their paychecks to the United Way. Each year, APS employees donate more than $4 million, a total that includes matching funds from APS of 50 cents for every dollar donated by employees and retirees.
USE YOUR EXPERTISE TO POWER ARIZONA
We’ve built our business on a foundation of skilled, diverse, dedicated employees who help us achieve our mission: to safely and efficiently generate and deliver reliable electric power and related services to our customers.

TRADES & CRAFTS
We have a wide range of jobs that directly support power generation and delivery:
- Welding & Machining
- Instrumentation & Control
- Line Workers
- Power Plant Operators

ENGINEERING CAREERS
Engineers trained in a variety of disciplines can work at numerous locations:
- Power Generating Plants
- Corporate Headquarters
- Distribution and Transmission Units

EXPERIENCED PROFESSIONALS
We typically hire in the following areas:
- Accounting
- Administrative and Clerical
- Finance
- Information Technology
- Marketing
- Communications
- Operations
- Human Resources

YOUR UNIQUE PERSPECTIVE GENERATES OUR SUCCESS
APS values the contributions that every employee makes. That’s why recruiting and retaining a diverse and inclusive workforce is so important to us.

VETERAN WORKFORCE
We know military veterans make great employees. The values instilled in our nation’s armed forces align with our core values of safety, integrity, trust, respect and accountability. Currently, 19 percent of our workforce is composed of military veterans.

EMPLOYEE NETWORK GROUPS
At APS, we encourage new employees to challenge themselves, develop skills and advance within their chosen fields. Employee network groups are a fun way to do all of that. Our nine company-sponsored, employee-led organizations connect people to each other, the community and opportunities for growth.

SUPPLIER DIVERSITY
APS has long been committed to diversity among its suppliers and spends more than $100 million with women- and minority-owned businesses each year.
VALUABLE WORK IS ONLY ONE OF THE BENEFITS OF WORKING HERE
We take care of our most valuable resource: you. We believe in rewarding strong performance and offer competitive salaries as well as a choice of benefits plans that are as diverse as our employees.

RETIREMENT, HEALTH & WELFARE BENEFITS
• 401k Savings Plan
• Pension Plan
• Medical and Prescription Drug Plan
• Dental Plan
• Vision Plan
• Health Care Spending Account (HSA)
• Health Care Flexible Spending Account (FSA)
• Dependent Care Flexible Spending Account (FSA)

INCOME PROTECTION
• Basic Life and AD&D Insurance
• Supplemental and Dependent Life Insurance
• Supplemental AD&D
• Short Term Disability
• Long Term Disability

TIME OFF
• Paid Time Off (PTO)
• Holidays (9 Paid Holidays Each Year)

OTHER BENEFITS
• Tuition Assistance
• Employee Discounts

CORPORATE RESPONSIBILITY
We view sustainability as a business practice, not an initiative or “green” program. We take a long-term strategic approach to our decisions and their economic, environmental and social implications. Sustainability is our business model and is ingrained in our corporate strategic framework.

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