

The Southern Company system consists of Alabama Power, Georgia Power, Mississippi Power, Southern Company Gas, Southern Nuclear, Southern Power, Southern LINC, Southern Telecom and Power Secure. Southern Company and its subsidiaries strive to be the employer of choice by offering a stable work environment, a culture that values diversity, inclusion, and teamwork, and a competitive pay and benefits package. This document is designed to provide you with a general overview of the different positions within Southern Company and the specific opportunities that we have available.

### Position Overviews:

**Power Generation - Nuclear and Fossil Fuel:** Generation Engineers ensure the reliable production of electricity for over 9 million customers and are responsible for designing, operating, and maintaining over 77 fossil and hydro plants as well as 4 Nuclear facilities across our system. Opportunities are available in both industrial plant and office settings.

**Power Delivery - Transmission and Distribution:** Transmission engineers are responsible for designing, maintaining, and protecting our high voltage power grids including over 27,000 miles of transmission lines, 3,700 substations, and other related assets. While Distribution Engineers serve as the face of the company, working with customers to provide electrical service as well as designing, estimating, and constructing electrical distribution systems. Opportunities include both field and office work.

**Gas- Engineering and Construction Operations:** Engineers in our Natural Gas business manage various multi-faced projects to maintain, design, and construct natural gas infrastructure that serves over 4 million natural gas utility customers. Internship opportunities are primarily office-based and include data analysis, modeling, forecasting, trading support and are suited to those individuals with an interest and aptitude in business applications.

**Corporate Support – Engineering (Operations):** Engineers based in our corporate offices provide a wide range of essential support to business units and operating companies across our system. Opportunities are primarily office-based and may include supporting and maintaining transmission lines, substation assets, generating plants, and overall grid modernization. As well as managing projects for traditional and renewable facilities, maintaining environmental compliance, researching, and developing technology for energy production and ensuring reliable power transmission and generation is available across the system.

**Corporate Support – Technology:** The Technology Organization (TO) applies technical skills and collaborative thinking to develop novel solutions for the business challenges of today and tomorrow. TO is dedicated to driving innovation, unlocking value and accelerating growth by building trusting relationships within our ecosystem. Our positions are hybrid and corporate office based, with opportunities spanning across multiple departments and teams.

**Corporate Support – Accounting, Finance, Treasury:** Opportunities are office based and best fitted for individuals with an interest and aptitude in business applications. Interns will participate in a developmental rotation within Southern Company Services & Alabama Power accounting and finance organizations which may include assignments in any or all the following areas: Internal Controls & Compliance, Internal Auditing, Corporate Accounting, and Financial Systems.

**Corporate Support – Business:** Support functions are essential to business operations. Opportunities are office-based and best fitted for individuals with an interest and aptitude in business applications such as Marketing/Communications, Environmental and Safety, Human Resources, Supply Chain, etc.

### Requirements:

- Minimum GPA of 2.8 (3.0 for internship positions)
- Commitment of 3 alternating semesters (Co-op only)
- Must have current authorization to work in the U.S.
- Degree desired varies with position but include:
  - Engineering: Electrical, Mechanical, Civil, Industrial, Chemical, Nuclear, and Computer Science.
  - Business: Accounting, Finance, MIS, Supply Chain, Economics

**Work Locations:** Various locations throughout Alabama, Georgia, Mississippi, Illinois, and Virginia

Visit [Campus Home | Southern Company \(southerncompany-campus.jobs\)](https://southerncompany-campus.jobs) to learn more about our opportunities.

### Power Generation- Nuclear, Hydro, and Fossil Fuel (Making Electricity)

#### Fossil Plants:

Responsibilities include engineering related projects such as installation, calibration, and performing inspections on equipment. Co-op/Intern will gain knowledge of boilers, turbines, pumps, control systems, motors and switchgears and will address problems that affect unit/plant performance, reliability, efficiency, safety, environmental compliance, and cost. Additional tasks may include collecting and testing various samples from the plant (i.e., water, coal, fly ash) as well as taking vibration and meter readings for performance data. Duties may also include interpreting and maintaining blueprints, diagrams, and plant system drawings, use of AutoCAD, participating in equipment testing, and addressing corrective, preventive, and predictive maintenance issues in electrical & mechanical areas. **Majors: EE, ME, ChemE, Civil E**

- **APC Plant EC Gaston** (Wilsonville, AL) – 1 summer 2026 intern
- **APC Plant Barry** (Mobile, AL) – 1 fall 2026 co-op
- **GPC Plant Yates** (Newnan, GA) – 1 fall 2026 co-op
- **GPC Coastal Sites** (McIntosh, McManus) - 1 fall 2026 co-op
- **GPC Plant Scherer** (Juliette, GA) – 1 fall 2026 co-op, 1 spring 2027 co-op
- **GPC Plant McDonough** (Atlanta, GA) – 1 spring 2027 co-op

#### Hydro Plants:

Co-ops will learn about the operations and maintenance of the original renewable energy source through hands-on experience and special projects. It is anticipated that co-ops will be involved in Hydro Modernization efforts, a \$2 billion / 10+ year project. In addition to daily plant activities, co-ops will get exposure to Dam Safety Engineering, Licensing, Turbine and Plant Support Engineering, and electrical plant support engineering. Emphasis will be placed on the co-op's areas of interest. Gain knowledge of turbines, generators, governors, pumps, control systems, spillway gates, motors and switchgears and will address problems that affect unit/plant performance, reliability, efficiency, safety, environmental compliance, and cost. Additional tasks may include collecting and testing various samples from the plant and taking readings for performance data. Duties also include interpreting and maintaining blueprints, participating in equipment testing, and addressing corrective, preventive, and predictive maintenance issues in **electrical, mechanical, and civil areas**.

- **GPC Hydro** – Central GA (Eatonton, GA) - 1 fall 2026 co-op
- **GPC Hydro** – North Georgia (Clarkesville, GA) - 1 summer 2026 co-op
- **GPC Chattahoochee Hydro - Bartletts Ferry** (Smith's Station, AL) - 1 fall 2026 co-op
- **SCS Hydro Services**
  - **Dam Safety Geostuctural - Logan Martin Dam** (Alpine, AL) - **CivE** - 1 summer 2026 intern/co-op
  - **Dam Safety & Surveillance** (Birmingham, AL) - **CivE** – 1 summer 2026 intern

#### Nuclear Plants:

Responsibilities include maintaining plant schedules, collecting data for systems performance evaluation, maintaining plant procedures, and assisting engineers with special studies and projects. Other duties may include testing, monitoring, and trending of equipment and nuclear fuel; supporting plant maintenance; and supporting plant operations. Co-Op/Intern will also help initiate hardware changes; procedures and training that enhance plant performance. Assignments will vary for each work term based on project needs. Students will gain practical work experience and developmental opportunities. **Majors: EE, ME, NucE, ChemE, CivE**

- **Fleet Plant Support** (Birmingham, AL) – 1 summer 2026 intern
- **Regulatory Affairs** (Birmingham, AL) – **NE or ME** - 1 summer 2026 intern
- **Plant Hatch** (Baxley, GA) – 2 summer 2026 co-op/interns, 1 fall 2026 co-op, 5 spring 2027 co-op's
- **Plant Vogtle 1&2** (Waynesboro, GA) – 1 summer 2026 co-op/intern, 2 spring 2027 co-op's
- **Fuels** (Birmingham, AL) – **NE** 1 Fall 2026 co-op
- **Plant Farley** (Dothan, AL) – 4 spring 2027 co-ops
- **Plant Vogtle 3&4** (Waynesboro, GA) – 4 spring 2027 co-ops

**Power Delivery – Transmission and Distribution****Transmission (Transmitting Power): EE, Civil E, ME**

Students will learn the fundamentals of electrical power system field operations. Responsibilities will include commissioning, testing, inspecting, and troubleshooting protection relays and control schemes in power substations. The co-op/intern will be exposed to the daily operations of substation equipment. Co-op/Intern's will also support efforts to respond to Transmission System outages and malfunctions as well as assist in coordinating maintenance activities performed by crew personnel.

**Distribution (Electricity Delivered to your Home or Business): EE, ME, Civil E, IE**

Responsibilities include assisting engineers with all phases of field projects, including design; drawing memos and maintaining all power delivery computer systems; assisting with outdoor lighting projects by meeting with customers, staking poles and completing necessary paperwork; engineering projects; preparing permits when needed, initiating job orders, performing fault/start current calculations, file checking and closing out jobs; and in general, providing support for engineers in the Power Delivery Department and Region offices. **A valid driver's license is required.**

**Alabama Power Company:**

- **Transmission –**
  - **Transmission Maintenance Southern** – 1 Summer 2026 Co-op
  - **Transmission Maintenance BHM** – 1 Fall 2026 Co-op
  - **Transmission Maintenance Southeast** – 1 Fall 2026 Co-op
- **Distribution –**
  - **PD Birmingham** – 2 Summer 2026 Co-op; 1 Fall 2026 Co-op
  - **PD Eastern** – 1 Summer 2026 co-op; 1 Fall 2026 Co-op
  - **PD Southeast** - 1 Summer 2026 Intern
- **Construction -**
  - **P&C Field Services** - 4 Summer 2026 Co-op's; 1 Fall 2026 Co-op

**Georgia Power Company:**

- **Transmission** – Georgia (Statewide) – 5 Summer Co-ops/Interns, 6 Fall Co-ops/Interns
- **Distribution** – Georgia (Statewide) - 2 Summer Co-ops/Interns, 10 Summer Co-ops/Interns
- **Distribution Control Center (Atlanta, GA)** – 1 Summer Inter/Co-op

**Mississippi Power Company:**

- **Protection and Control** – EE Majors only – 1 Fall 2026 Co-op
- **Distribution** – Meridian - 1 Fall 2026 Co-op
- **Distribution** – Coast - TBD

**Corporate Support – Engineering (SCS Operations)**

**System Planning:** The System Planning team is responsible for determining our system's optimal mix of power generation sources, technologies and capacities needed to meet customers' current and future energy needs in a reliable, resilient and affordable manner. This team works collaboratively across the system while driving consistency and efficiency as we design, evaluate and procure our system resources. **Majors:** EE, ME, Civil E, IE, Construction Mgmt, Operations Mgmt,

- **Transmission Planning – EE, CompE:**
  - o **Transmission Planning – Birmingham** – 1 Summer 2026 Intern; 1 Summer 2026 Co-op; 5 Fall 2026 Co-ops, 1 Fall 2026 Intern
  - o **Transmission Planning – Atlanta** – 1 Summer 2026 Co-op
  - o **Resource Planning – Birmingham** – 1 Summer 2026 Intern; 1 Fall 2026 Intern
  - o **Generation Planning and Development – Birmingham** – 2 Fall 2026 Co-ops

**Power Delivery (Transmission):**

SCST has the responsibility of planning, operating, monitoring, and providing transmission services and applications to our Operating Companies and in support of the southeastern bulk electric system. SCST works to develop and promote Southern's positions on reliability, regulatory, critical infrastructure protection, and energy policy matters within the industry. **Majors:** EE, CompSci, CompE & SoftE, Cybersecurity.

- **Transmission Operations and Policy:**
  - o **Bulk Power Operations – Birmingham** – 1 Fall 2026 Co-op; 1 Fall 2026 Intern
  - o **Energy Management Systems – Birmingham** – 1 Summer 2026 Intern
  - o **Policy and Services – Birmingham** – 1 Fall 2026 Co-op
- **SPC Transmission- Birmingham** - 1 Summer 2026 Co-op

**Technical Shared Services Engineering: Majors: EE, ME, Civil E, Data Analytics**

- **Substation Engineering** - *delivers quality and timely engineering solutions for electrical substation projects for our electric utility operating companies:* **EE (preferred), ME**
- **Transmission Line Design:** *delivers quality and timely engineering solutions for transmission line projects for our electric utility operating companies:* **Civil E, ME, EE**
- **Fleet Performance & Reliability** – *Provides expertise, coordination, and services to Southern's Power Generation fleet as well as Power Delivery:* **ME**
  - o **Protection & Controls Applications – Atlanta** – 1 Summer 2026 Intern
  - o **Safety and Health – Birmingham** – 1 Summer 2026 Intern
  - o **Projects and Construction – Birmingham** – 3 Summer 2026 Interns
  - o **Substation Engineering – Atlanta** – 1 Summer 2026 Intern; 1 Fall 2026 Co-op
  - o **Line Design – Atlanta** – 1 Summer 2026 Co-op/Intern; 3 Fall 2026 Co-op/Intern
  - o **Technical Services – Birmingham** – 2 Summer 2026 Interns, 1 Summer 2026 Co-op; 2 Fall 2026 Co-ops
  - o **Substation Engineering – Birmingham** – 3 Fall 2026 Co-ops
  - o **Line Design – Birmingham** – 2 Fall 2026 Co-op/Interns
  - o **Design Engineering – Birmingham** – 2 Fall 2026 Co-ops
  - o **Process Engineering & Chemistry** – 1 Fall 2026 Co-op
  - o **Data Analytics** – 1 Fall 2026 Co-op/Intern

## Renewables Support

### **Southern Power Company**

SPC is a leading U.S. wholesale energy provider meeting the electrical needs of municipalities, electrical cooperatives, investor-owned utilities and other energy customers. SPC owns 54 facilities in 14 states with more than 12,490 MW (Megawatt) of solar, wind, and natural gas generating Capacity.

- **Project Development Intern** – 1 Summer 2026 Intern/Co-op
- **Generation Support Intern** – 2 Fall 2026 Intern/Co-op

## Corporate Support Southern Company Services & Georgia Power

### Business, Accounting/Finance & Marketing

**Accounting Finance & Treasury: Alabama Power Company, Georgia Power Company, Southern Company Services. Majors accepted: Accounting, Finance, Economics, Financial Analysis, Industrial Engineering, Data Analytics/AI.**

Southern Company's Accounting, Finance, and Treasury (AFT) organizations are essential to maintaining the company's financial strength, transparency, and long-term performance. Interns in these areas support accurate financial reporting, informed decision-making, and effective management of capital and liquidity. Successful candidates bring strong analytical skills, a solid foundation in accounting and finance, and the ability to interpret data and communicate clearly. Throughout the rotation, interns gain hands-on experience across functions such as corporate accounting, financial analysis, risk management, regulatory reporting, and technical treasury solutions.

- **Internal Controls and Compliance** – Birmingham – 2 Summer or Fall 2026 Intern/Co-ops
- **Accounts Payable** - Birmingham – 2 Summer or Fall 2026 Intern/Co-ops
- **Tax** – Atlanta – 1 Summer or Fall 2026 Intern/Co-ops
- **Revenue Accounting** – Atlanta – 2 Summer or Fall 2026 Intern/Co-ops
- **Risk Management** – Atlanta – 1 Summer or Fall 2026 Intern/Co-ops
- **Treasury** – Atlanta – 1 Summer or Fall 2026 Intern/Co-ops
- **Planning & Regulatory Support** – Atlanta – 1 Summer or Fall 2026 Intern/Co-ops
- **Payroll** – Atlanta – 1 Fall 2026 Intern/Co-op
- **Financial Accounting and Reporting** – Atlanta - 1 Fall 2026 Intern/Co-op
- **Unregulated Accounting (SPC)** - Atlanta – 1 Fall 2026 Intern/Co-op

## Georgia Power Company & Southern Company Services Corporate Student Opportunities

- **Southern Company & Georgia Power** - Corporate Communications Internship (Atlanta, GA) – 6 Summer 2026
- **Georgia Power** – Customer Solutions Internship (Atlanta, GA) - 2 Summer 2026
- **Georgia Power** - Electric Transportation Co-Op- (Atlanta, GA) - 1 Summer 2026, Fall 2026, and Spring 2027
- **Georgia Power** - Economic Development Marketing Internship – (Atlanta, GA) - 1 Summer 2026, and Fall 2026
- **Georgia Power**- Renewable Projects Team Internship- (Atlanta, GA)- 1 Summer 2026, and Fall 2026
- **Georgia Power**- Corporate Security Internship- (Atlanta, GA) - 1 Summer 2026
- **Southern Company** – Workforce Analytics Internship-- (Atlanta, GA) - 1 Summer 2026, Fall 2026, and Spring 2027
- **Georgia Power** -Human Resources Internship (Atlanta, GA) - 1 Summer 2026
- **Georgia Power** - Economic Development Research Internship - (Atlanta, GA) - 1 Summer 2026
- **Southern Company** - Health and Welfare Internship - (Atlanta, GA) - 1 Summer 2026

## Georgia Environmental Affairs Student Opportunities

Southern Company (NYSE: SO) is a leading energy company serving 9 million customers through our subsidiaries. We provide clean, safe, reliable, and affordable energy through electric operating companies in three states, natural gas distribution companies in four states, a competitive generation company serving wholesale customers across America, a leading distributed energy infrastructure company, a fiber optics network, and telecommunications services.

- **Georgia Power** – Environmental Affairs – Biology and Natural Resources Intern – Atlanta – 1 Summer 2026
- **Georgia Power** – Environmental Affairs – Natural Resources GIS Intern – Atlanta – 1 Summer 2026
- **Georgia Power** – Environmental Affairs – Lab Analyst Intern – Atlanta – 1 Summer 2026
- **Georgia Power** – Environmental Affairs – CCR Groundwater Intern – Atlanta – 1 Summer 2026
- **Georgia Power** – Environmental Affairs – Sustainability and Stakeholder Engagement Intern – Atlanta – 1 Summer 2026

### Corporate Support – Technology

#### **Southern Company Services – Technology Organization:**

The Technology Organization (TO) will always strive for the *highest performance* to support the business and will remain steadfast in providing *secure, reliable, and resilient* technology services. As the business continues to evolve, TO will partner to adapt and empower *new and innovative* technologies to optimize strategies to attain business goals. **Majors Accepted: MIS, Computer Science, Computer & Software Engineering, Cybersecurity, Data Analytics.**

- **Gas Field Technology Intern – Atlanta** – 1 Summer 2026
- **AI COE Intern – Atlanta** – 2 Summer / 4 Fall 2026
- **AI Intern – Atlanta** – 2 Summer 2026 / 2 Fall 2026
- **Cyber Culture Intern – Atlanta** – 1 Summer 2026
- **Security Operations Center Intern – Atlanta** – 1 Summer 2026
- **Cyber Security Architecture Intern – Atlanta** – 1 Summer 2026
- **Threat Analysis / Incident Response Cybersecurity Intern – Atlanta** – 1 Summer 2026
- **Advanced Threats Cybersecurity Intern – Atlanta** – 1 Summer 2026
- **Identity Security Intern – Birmingham or Atlanta** – 1 Summer 2026
- **Data Analytics Intern – Atlanta** – 1 Summer 2026
- **Digital Workplace Solutions Productivity Technologies Intern – Birmingham** – 1 Summer 2026
- **Electric Technology Intern Nuclear – Birmingham** – 1 Summer 2026
- **Emerging Tech and Innovation Intern – Atlanta** – 2 Summer / 3 Fall 2026
- **Gas Strategic Technology Intern 1 – Atlanta** – 1 Summer 2026
- **Network Services Data Analytics Intern – Atlanta** – 1 Summer 2026
- **IPTA Developer UX Analyst Intern – Atlanta** – 1 Summer 2026

### Southern Company Gas – Student Opportunities:

Southern Company (NYSE: SO) is a leading energy company serving 9 million customers through our subsidiaries. We provide clean, safe, reliable, and affordable energy through electric operating companies in three states, natural gas distribution companies in four states, a competitive generation company serving wholesale customers across America, a leading distributed energy infrastructure company, a fiber optics network, and telecommunications services.

Responsibilities for design engineers include assisting in the planning, design, and development of technical standards for gas distribution infrastructure projects. Whereas Construction inspectors are responsible for ensuring our Natural Gas pipeline assets are constructed in a safe, quality, compliant and efficient manner. Our AFT roles strengthen and support our AFT team, while our corporate support functions drive collaboration and efficiency across the entire system.

## Atlanta

- **Customer Operations Support** – Atlanta, GA – 1 - Summer 2026
- **Corporate Strategy** – Atlanta, GA – 1 - Summer 2026
- **Sustainability** – Atlanta, GA – 1 - Summer 2026
- **Scheduler** – Atlanta, GA – 1 - Summer 2026
- **Field Operations** – Atlanta, GA – 2 - Summer 2026
- **Utility Financial Planning & Analysis** – Atlanta, GA – 1 - Summer 2026
- **Financial Analyst** – Atlanta, GA – 1 - Summer 2026
- **EDGE** – Atlanta, GA – 2 - Summer 2026
- **Engineering - Design (ATL)** – Atlanta, GA – 1 - Summer 2026
- **Integrity** – Atlanta, GA – 1 - Summer 2026
- **Fire Investigator Intern** - Atlanta, GA – 1 - Summer 2026

## Naperville

- **Field Operations** – Naperville – 1 - Summer 2026
- **Reservoir Engineering** – Naperville – 2 - Summer 2026
- **System Operations (Engineer)** – Naperville – 1 - Summer 2026
- **Engineer - Design (NAP)** – Naperville – 2 - Summer 2026

## Virginia

- **Governmental & Public Affairs** – Virginia Beach – 1 - Summer 2026
- **Engineer VNG** – Virginia Beach – 1 - Summer 2026
- **ConOps** – Virginia Beach – 2 - Summer 2026
- **Utility Financial Planning & Analysis** – Virginia Beach – 1 - Summer 2026
- **Engineering** – Virginia Beach – 1 - Summer 2026