We’re BC Hydro and we have a big job to do.

Keeping the lights on for over 4 million people across the province takes a lot of talented people doing many different jobs. From working deep in a generating station, atop a power pole, or behind a desk, whatever it is that makes you tick we offer challenging careers to help you reach your potential.

We’re investing more than $2 billion per year in major capital infrastructure projects to help meet the growing demand for safe, reliable power. We’re upgrading transmission lines, building new substations, and investing in our hydroelectric generation facilities. We aim to provide meaningful and challenging work, opportunities for growth and a healthy work/life balance. We’ve been recognized for excellence and been named one of B.C.’s Top Employers and one of Canada’s Best Diversity Employers for four years in a row.

It’s our vision is to be the most trusted, innovative utility company in North America by being smart about power in all we do.

JOB DESCRIPTION

Duties:

The Lower Mainland Operations Manager leads and executes the lower mainland program of vegetation and pest management along with maintenance work on assets managed by BC Hydro including work on and off rights-of-way and facilities.

The position is responsible for planning and developing the annual work program while ensuring appropriate balance of risk, costs, benefits and other considerations are incorporated. The role manages its implementation through service providers in accordance with contract management, project management, quality assurance and meeting our safety & environmental principles and practices. The position resolves issues with landowners, local communities, First Nations and special interest groups and represents the program in discussions with regulators, other utilities and the public to ensure successful program implementation. The position also participates on technical committees to develop vegetation and pest management standards, policies and practices and formulates strategies for addressing unique and complex vegetation and pest management issues.

Planning:

* Participates with Asset Management in the assessment of requirements and priorities and the development of the annual work program for vegetation and pest management work throughout the province.

* Manages the implementation of internal/external client programs for the including client needs assessment, long term planning and contract management.

* Responsible for the development of long term plans for the areas of responsibility.
Program Management/Operations:

* Manages and controls expenditures for the work program. Ensures adequate financial and operational controls are in place to effectively monitor and manage the program.

* Leads and manages the implementation of the work program by service providers, consultants and contractors in accordance with contracts, ensuring the appropriate assessment and balancing of risk, cost/benefit impacts and other technical, operational and business considerations; ensures budgets and timelines are achieved, monitors compliance with performance standards, federal, provincial and municipal regulations, and the terms of Pest Management Plans and Pesticide Use permits, and resolves escalated problems and concerns.

* Manages work program and staff to ensure Program Operating Procedures, Standard Operating Procedures, and Standards are strictly complied with.

* Plans, coordinates and manages contracts for land and resource activities for BC Hydro’s provincial operating area to support building and maintaining the high voltage power transmission system.

* Facilitates the resolution of issues with landowners, regulators, local communities, First Nations and special interest groups, seeking counsel and advice from Asset Management, Finance, Procurement, Public Affairs and Legal Services as required; negotiates and manages the execution of compensation packages and other agreements.

* Responsible for employee development: ensuring efficient and safe work practices, developing planning and contract management skills by providing mentoring, coaching, developing & recognizing individuals. Focuses on those needing more attention (inexperienced, conduct/ capability or those involved in challenging work). Identifies and develops talent, mentors new employees, ensures staff development, builds peer competencies.

* Addresses issues that hinder employee productivity while seeking new and better ways of completing the annual program. * Sets clear performance expectations by holding individuals accountable and provides constructive feedback. Undertakes associated documentation MoveUP Personal Development Plans and M&P OPPRA plans.

* Applies the provisions of collective agreements fairly and consistently.

* Creates effective and engaged teams - meetings, communications, performance updates (KPI#s).

* Maintains a high level of crew time and crew visits/observations.

* Manages budgets (operating costs/recoveries, actual/estimates, explains variances, and prepares month end accruals.

* Forecasts year end expenditures by tracking changes to the Annual Approved Plan with the use of Work Plan Change Requests (WPCR#s). Quality:

* Manages and audits vegetation services practices throughout BC Hydro, including contractors, in order to ensure quality objectives are being met and to identify areas for improvement.
* Ensures staff and contractor compliance with Quality Management System.

* Manages Corrective Actions. Safety:

* Responsible for creating a safety and service culture within Transmission Vegetation Services and contractors that meets BC Hydro’s Safety and Health Policy. Ensures training is scheduled and delivered for employees and ensures contractors have adequate training and documentation to confirm their training.

* Deals appropriately with poor safety performance by employees, contractors and consultants.

* Leads the safety culture, communicates BC Hydro’s/FO’s and manager’s safety priorities daily with staff.

* Maintains a safe and healthy workplace, models safe work recognition and intervention behaviour.

* Attends safety training (including all mandatory crew safety training).

* Leads (or ensures) safety meetings are planned and conducted effectively and that matters arising are pursued to resolution in a timely manner, ensures effective employee involvement. Environment:

* Responsible to ensure all operations: staff and contractors meet or exceed BC Hydro’s Environmental Strategy.

* Responsible in the Implementation and monitoring of the EMS program as well as ensure that all Operational aspects are addressed prior to the initiation of any project.

* Ensures all employees, contractors, and consultants are adequately trained with respect to key environmental aspects and that training records are maintained.

* Conducts workplace audits and work site inspections to ensure compliance with Standard Operating Procedures.

**Qualifications:**

* A minimum of five (5) years’ experience in the Utility Vegetation Management field and must have knowledge of the philosophies, principles, and practices pertaining to vegetation management including safety, environmental and related legislation or eight (8) years forestry experience.

* A Degree or Technical Diploma in Forestry, Biology or Natural Resource Sciences or equivalent.

* Current Registration as a Registered Professional Forester (RPF) or a Registered Forest Technologist (RFT) with the Association of British Columbia (ABCFP) will be considered a strong asset.

* Certified Arborist and Utility Specialist with the International Society of Arboriculture (ISA) is preferred (required to have once in role).

* Class 5 BC Driver’s License.
* Proven leadership capabilities to manage, motivate and develop employees and manage contractor relationships.

* Demonstrated strong business acumen and strategic thinking ability.

* Ability to be client service focused.

* Superior relationship management skills to build and maintain effective internal and external relationships.

* Excellent planning, organization, analytical, negotiation and problem solving skills.

* Excellent communication, interpersonal and team building skills.

**ADDITIONAL INFORMATION**

* A condition of employment for this job is that you maintain your Class 5 Driver's License in good standing. *

Please note this is an M&P M1 Full-Time Regular (FTR) opportunity. * As part of the selection process, applicants will be required to take a written test/assessment during the interview. * Please note there will be travel in this role primarily around the lower mainland however on occasion overnight travel may be required to further locations. * Please be advised that this role has been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment.

**How to Apply**


[Click here](https://app.bchydro.com/careers/current_opp.html) to access the job posting or visit the BC Hydro “Current Opportunities” Careers page to view and apply for jobs.

You must use a supported browser, such as Firefox, Internet Explorer, Google Chrome or Safari. Your pop up blocker will also need to be disabled for the BC Hydro Careers site.

On the BC Hydro Careers site, click on the Apply button in order to complete the steps to apply for this job. Please be sure to update your Candidate Profile with your current resume and include copies of your certifications, if applicable.

We're always looking for exceptional people to bring new ideas, fresh thinking and the motivation to help shape the electricity system in B.C. It's an exciting time to be a part of our team as we invest in our system and prepare to meet the challenges of tomorrow.

Our values guide our work. Want to join us?

We are safe.
We are here for our customers.
We are one team.
We act with integrity.
We respect our province.
We are forward thinking.

BC Hydro is an equal opportunity employer.