

Job Title: Plant Manager

Location: Squamish, BC

Reports to: Senior Vice President, Operations

Summary: The Plant Manager is responsible for the strategic direction and leadership of all operations and maintenance functions, including staff and service administration of two hydro-electric power plants in British Columbia. The incumbent must effectively and efficiently supervise the development and direction of the team to ensure safety and compliance, drive the growth of revenue and technical productivity. Health, safety, and environmental stewardship are the foremost priorities of this role. A strong technical understanding of hydro-electric plant operations, equipment, and systems is essential to this role.

Job Description:

With safety as a priority, the Plant Manager is expected to:

- Champion a strong safety and compliance culture, leading by example and ensuring all work is planned and performed safely and in compliance with applicable regulations and company standards;
- Effectively manage all site resources, people, financial budgets, material, and time to ensure maximum efficiency in planning, forecasting and allocation;
- Oversee training and development of all site personnel in the safe operation and maintenance of the facility and equipment, with a focus on meeting set goals and succession planning by providing clear performance feedback, recognition and accountability;
- Effectively manage relations with all stakeholders; including BC Hydro, the Squamish First Nation, the District of Squamish, various environmental regulators, and others.
- Ensure compliance with all federal and provincial legislation and conform to all Atlantic Power policies and procedures;
- Supply timely critical information to senior level management concerning plant performance and issues, in addition to leading their team in the achievement of plant targets;
- Actively participate as a member of the Operations leadership team, by working with peers to optimize results and contribute to overall Company success;
- Ensure that the organization has a positive, visible image in the community.
- Maintain a strong technical understanding of hydro-electric generating equipment and plant systems, including turbines, generators, governors, controls and protection, switchgear and high-voltage equipment, and water conveyance and intake structures, in order to direct operations, troubleshoot equipment issues, and make sound operating decisions;
- Lead regular operations and safety meetings, and review daily operating reports, generation data, and equipment status to monitor plant performance and direct corrective action;
- Direct the preventive, predictive, and corrective maintenance programs for both facilities, including equipment condition monitoring such as oil sampling and analysis, and ensure timely follow-up on findings;
- Plan, budget, and manage capital projects and major maintenance outages, including turbine and runner overhauls, coordinating engineering consultants, contractors, and specialized tooling;
- Manage procurement and contractor performance, including the preparation and evaluation of requests for quotation, the award and administration of purchase orders, and competitive, compliant sourcing;

- Oversee environmental monitoring and reporting, including water quality and turbidity monitoring, fish protection and salvage activities, and reporting obligations to environmental regulators;
- Administer the energy purchase agreements and supporting financial reporting to BC Hydro, including annual cost reconciliation and the appropriate classification of operating and capital expenditures;
- Understand and administer, from an operations perspective, the following asset documents and regulatory requirements:
 - Power Purchase Agreements with BC Hydro for both plants
 - Local Operation Orders with BC Hydro for both plants
 - Operating Procedures and Practices document as agreed to with environmental regulators.
 - Worksafe BC safety requirements
 - Fisheries Act (Canada) and associated Fisheries and Oceans Canada authorizations, including fish protection, salvage, and habitat offset commitments
 - BC Water Sustainability Act and the conditions of each facility's Water Licence
 - BC Dam Safety Regulation (B.C. Reg. 40/2016)
 - BC Environmental Management Act and applicable permits

Education: High School Diploma required; Mechanical P. Eng certification preferred, post-secondary diploma or degree in a technical field, or commensurate experience in similar facilities.

Experience: 5+ years of relevant experience in hydro-electric generating facilities with previous management experience in a technical environment with proven leadership abilities, and a strong technical understanding of hydro-electric generating equipment and systems.

Requirements:

- Valid driver's license;
- Effective leadership skills, with a strong focus on operations and business processes;
- Effective attention to detail and a high degree of accuracy;
- Maintains a high level of integrity, confidentiality, and accountability;
- Sound analytical thinking, planning, prioritization, and execution skills;
- Maintains a well-defined sense of diplomacy, including solid negotiation, conflict resolution, and people management skills;
- Ability to successfully handle multiple tasks simultaneously;
- Reliably commute to the facility, including in emergencies, preferably with ability to respond within one hour;
- Physical ability to climb stairs and ladders, work at heights, enter confined workspace as permitted, pass a respirator physical and respirator fit test, corrected eyesight to 20/40 and be able to hear audible alarms;
- Commitment to travel to Moresby Lake (Haida Gwaii Island) facility, by helicopter or float plane, at a minimum quarterly frequency.

Compensation: Expected salary will be commensurate with experience, with a range of \$160,000-\$180,000 CAD/year (paid bi-weekly minus statutory deductions); eligible for bonus and participation in company Extended Health and Retirement benefits.