Job Title: Shift Engineer
Reports to: Operations & Maintenance Manager
Location: Calstock; Hearst, Ontario

Summary: Shift Engineer is accountable for operational activities of the station including operating as per direction of the Plant Manager in accordance to the Boilers and pressure Vessel Act, engaging in minor maintenance activities, troubleshooting equipment, development of maintenance and operational procedures, training manuals, conducting safety and environmental inspections, leading other disciplines in project management, and other related duties. This includes achieving effective operational results with time spans (longest target completion time) of three (3) months.

All employees are accountable to O&M Manager. However, with respect to the Operating Engineer's Act the Shift Engineer is accountable to the Chief Engineer (usually the Manager) and any 3rd and 4th Class Shift Engineers are accountable to the 2nd Class Shift Engineer on shift.

Job Description: With safety of yourself and all those around you as the highest priority, the Shift Engineer is expected to:

- Assist in work scheduling; use CMMS as directed to create, schedule and close work orders; assist in providing technical expertise, conduct pre-job briefings and post job debriefings, assist colleagues to resolve problems, monitor tasks, coach and provide feedback of task performance, assist 2nd Class Shift Engineer in investigating and resolving problems, report incidents, accidents or safety concerns;
- Ensure the delivery of optional results against appropriate performance metrics such as budget targets, station unit availability, reliability and capacity;
- Specifically controls, monitors, operates and conducts minor maintenance on power plant equipment in accordance with the Operating Engineers' Act of Ontario. These activities include the synchronization and isolation of generator sets; transformer and high voltage switchgear, the operation of plant water treatment systems, communication systems, computers, fire systems and security systems and completes any other related duties, as required, in accordance with the Operating Engineers' Act of Ontario, and all other applicable regulatory bodies;
- Identifies process improvement opportunities;
- Provide mentoring to fellow employees to achieve employee development goals and objectives and participates in plant committees or teams as requested, such as Health, Safety & Environmental, Process Improvements, Environmental Management System Designate, Emergency Response Planning Designate, etc.);
- Monitor and analyze equipment performance and perform trend analysis and prepare reports concerning plant operation, production and maintenance activities;
- Coordinate maintenance and equipment outages and file appropriate documentation to the IESO as required;
- Assist the Plant Administrator, Plant Maintenance Technician and the other Shift Engineers' in the performance of their duties as required;

- Demonstrates a high level of performance and behavioral skills, including the ability to multi-task, and make independent decisions, strong verbal and written communication skills, strong organizational skills, with the ability to manage in a dynamic high work volume environment with shifting priorities. Demonstrates a strong focus on safety, an interest in continuous improvement, strong team work skills, with an ability to establish effective working relationships with a variety of people and a commitment to service and excellence.

2nd Class Shift Engineers only are responsible for the following tasks:

- As assigned, provide technical expertise schedule and assign tasks, conduct pre-job briefings and post job debriefings, assist colleagues to resolve problems, monitor tasks, coach and provide feedback of task performance, assist Plant manager in investigating and resolving problems, report incidents, accidents or safety concerns, make recommendations to the Plant Manager on hiring, performance appraisal and performance issues;
- As assigned, provide input to the Operations Management on business plans and corporate discretion, and ensures on-going appropriate relationships with other employees and contractors;
- Assumes supervisory duties, when required (e.g.: Acting Chief Engineer role) and deemed competent by the Chief Engineer to do so and willingly accepts special assignments when qualified to do so.

Requirements:

Education

- Secondary School graduate or equivalent
- Post-secondary diploma or degree in a technical field preferred
- 3rd Class Power Engineer (Ontario or Standardized) with other applicable complimentary trade experience or qualifications being an asset, such as controls, electrical, mechanical, etc.

Experience

- 2+ years of experience in a power plant setting to qualify as a Power Engineer 3rd class

2nd Class Shift Engineer Requirements:

Education

- Secondary School graduate or equivalent
- Post-secondary diploma or degree in a technical field preferred
- 2nd Class Power Engineer (Ontario or Standardized) with other applicable complimentary trade experience or qualifications being an asset, such as controls, electrical, mechanical, etc.

Experience

- 5+ years of experience in a power plant setting to qualify as a Power Engineer 2nd class

Work Process Skills

- While engaged in company business, employees are expected to conduct themselves in a courteous business-like manner, showing respect and consideration for fellow employees and other site personnel, such as contractors and guests, with a focus on servant leadership;

- Cooperate with your co-workers in a manner that is positive and constructive; accept that there are different opinions and ideas; discuss issues in a professional manner looking for solutions that can be resolved at your level;
- To communicate work related issues along with recommended solutions to your coworkers and/or supervisor in a timely and professional manner;
- Be accepting of changes to your day to day routing as the business needs dictate;
- To be appropriately dressed and ready for work prior to the start of a working shift through to the end of the shift;
- Comply with all Atlantic Power policies and procedures.

Physical Requirements

- Ability to perform manual tasks including but not limited to operation of hand and power tools;
- Ability to lift at least 80 lbs.;
- Ability to bend and maneuver in tight, cramped quarters;
- Ability to work in hot, noisy and dark environments;
- Ability to work at heights;
- Ability to work with and wear respiratory protection;
- Ability to reach with hands and arms above shoulder level and at shoulder level;
- Ability to walk, stand, stoop, kneel, and bend for prolonged periods of time;
- Able to grip and manually manipulate, often with repetitive motion, items such as, but not limited to, hand tools and machine parts;
- Ability to communicate clearly with plant personnel, including the ability to give and receive instructions over a radio;
- Ability to see clearly; safely and readily identifying the labels, gauges, dials and indicators typically encountered in performing job duties;
- Ability to read, write and understand instructions and procedures in English;
- Ability to work outside of a normal shift rotation during call-outs or planned maintenance outages.
- Successfully and safely perform regular, emergency and major operational tasks on all power plant equipment, such as steam turbines, gas generators, electrical and steam generators, DCS, PLCs, gas generator controls, water treatment and/or water, wood handling and pneumatic/hydraulic systems, wood fired boiler and auxiliaries and coordinates maintenance and repairs by others on plant equipment and control/communications systems.