



Supply Chain Management Association British Columbia
300 – 435 Columbia Street ~ New Westminster, BC V3L 5N8
Tel: (604) 540-4494 or 1-800-411-7622 ~ Fax: (604) 540-4023

Employers are advertising the following positions to the members of SCMABC. These postings may also be advertised elsewhere. If you are applying for one of these positions please let the employer know that you learned of it through their advertisement placed with SCMBABC. If you do change jobs remember to notify SCMABC at info@scmabc.ca or fax to (604) 540-4023 so that we can update our records.

Career Opportunity

Position Title : Contracts Professional
Employer : BC Hydro
Location : Surrey, BC
Date Listed : Sep 29, 2020
Competition End Date: Oct 18, 2020
Salary : Competitive



Source: BC Hydro
Job Title: Contracts Professional
Job Number: BCH-R-2173-200928E1
Job Location: Surrey, British Columbia, Canada

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:

We're transforming our contract management approach through the implementation of the BC Hydro Contract Management Practice designed to provide strong oversight on contract compliance and contractor performance ultimately delivering strong services for our business groups and delivering value for BC Hydro. Strong contract and performance oversight supports

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meeting the business' requirements for quality, safety and reliability producing the best total cost and ensuring mutually beneficial supplier relationships.

The Contracts & Field Management (CFM) department is accountable for managing the contract functions related to the efficient delivery of services, managing contractor performance and compliance as well as realizing strategic benefits. We are accountable for the oversight of contracts for key services that account for over 80% of BC Hydro's annual \$2 billion expenditures.

CFM's management philosophy focuses on leveraging constructive, progressive relationships with our contracts by following five principles:

We are on a transformational journey implementing the BC Hydro Contract Management Practice. To support this journey we have openings for Contract Performance Managers. These managers work with Operations, Field Managers and Work Delivery Managers, Operations & Enterprise Category Management leads, cross-functional teams, Sponsors and Executives to implement and manage multi-year contracts.

Duties The mission of the CP is to ensure their contracts are meeting performance objectives in support of BC Hydro's goals and priorities. To do this the CP operates like an overall 'owner/manager' of the contract and is an expert both in understanding the various contract terms and conditions and the value of strategic relationship management. CPs lead cross-functional teams to develop and execute contract management processes and are responsible for planning and actively assessing, communicating, and managing the category contracts.

Throughout the contract management lifecycle, they are accountable for leading and or contributing to:

- Contractor relationship management: building and managing relationships across internal business groups, stakeholders and suppliers. Demonstrates the ability to turn difficult conversations into constructive, mutually beneficial outcomes.
- Contract management leadership: strength understanding contract formats, pricing structures, scope definitions, general Terms & Conditions and the ability to clearly articulate the areas to stakeholders to ensure contract compliance.
- Benefits realization: focusing on the approved category strategy direct contract management activities to realize the expected benefits over the course of the multi-year contracts.
- Business process improvements: identify efficiency opportunities, structure approach to realization and implement time or cost savings with the support of impacted stakeholders.

Our ideal candidates are motivated by achieving results for BC Hydro, supporting the success of their peer teams, and building progressive contractor relationships. They are pro-active and take ownership. They are adept at creating a persuasive influence where they do not have direct

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control. They have expertise managing cross functional teams and projects gained working in a complex business environment. Candidates have a proven track record of developing and executing value-add contracts and business strategies targeting specific business outcomes.

Our profile person possesses a strategic and pragmatic mindset with a project management orientation: able to make daily progress and execute long-term strategic plans, and manage multiple near term priorities and issues. Successful candidates are team players, collaborators with a growth mindset. They calibrate their excellent communication, facilitation and analytical skills to identify opportunities and engage people at all levels of the organization to work effectively towards desired outcomes. They utilize their ability to listen and interpret performance data to understand, prioritize and integrate business and technical requirements to drive business strategies. They possess the ability to communicate the story to stakeholders to gain support for upcoming improvements or benefits. It is vital that they are able to understand and are comfortable with changing and complex business contexts and are able to adapt their leadership style to influence others at all levels to get things done. The ideal candidates understand what leadership means in the context of their role and within BC Hydro, and they're open to learning evolving their leadership approach.

High Level Outcomes

- Ensures assigned contracts and contractors are operating in a way that meets performance objectives and in alignment with approved strategies. This includes ensuring plans are in place to manage risks and anticipate future trends, needs, changes.
- Leads/Manages development and implementation of: business process improvements, benefit realization plans and other processes; supports the business in contract management.
- Is recognized as a contracts expert for assigned categories. Knowledgeable in BC Hydro's current and likely/possible future business requirements.
- Contributes to support the sustainment and advancement of BC Hydro's Contract Management Practice framework and processes.

Qualifications:

Qualifications and Experience:

Required

- University degree bachelor's or equivalent

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- 8+ years proven track record of both executing value-add contracts, and delivering strategic benefits to achieve specific business outcomes
- Experience leading cross-functional project teams in a complex business environment, with multiple stakeholders and strategic considerations.
- Experience planning and leading change initiatives using structured project management or equivalent.
- Experience communicating effectively verbally and in written form to various levels of audiences including Senior Leaders.
- Experience analyzing and interpreting data, identifying trends to clearly communicate findings.

Differentiator:

- 10+ years proven track record of both executing value-add contracts, and delivering strategic benefits to achieve specific business outcomes
- IACCM certification, Project Management, and PROsci designations

The following Skills/Abilities/Competencies are associated with success for this role: Strategic Thinking: Able to effectively deal with varied perspectives and the complexities of our company. Shows sound judgment and business acumen assessing trade-offs and decisions are informed by a broad, comprehensive and long-term view - while taking into consideration internal and external stakeholders. Has a strategic thinking mindset reflected in their day-to-day work; can “connect the dots” understanding how one issue or decision impacts others. Execution and Working Smart: Plans, solves problems, increases efficiency, and gets things done safely. Looks for ways to make process improvements by being open to recommendations for innovations that could positively impact our company.

Relationship Development and Collaboration: Intentionally develops collaborative relationships within, and external to BC Hydro in support of business objectives. Understands the value of workforce diversity and the importance of including different perspectives to inform solutions to business problems. Models a one-hydro approach, ensuring that decisions support the broader needs of the organization.

Communication & Presence: Communicates effectively with a variety of stakeholders in writing (briefings, presentations) and verbally (meetings, one-on-one). Knows the audience and can adjust the communication accordingly, adapting to questions and audience needs. Projects a positive and poised presence; is influential, present and attentive.

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Self-Management: Manages stress, a variable workload and competing demands. Promotes and models resiliency. Is self-aware and understands how their behaviour impacts others. Acknowledges mistakes and takes responsibility for their actions and work. Is open to learning and demonstrates, through their actions, the importance of self-development.

Business Acumen: Able to apply sound judgment and design pragmatic approaches to deliver required goals and outcomes. In addition to the above competencies, we are looking for the following in our candidates:

- Quick learner with a growth mindset and team orientation.
- Accountable influencer that shapes perspectives and drives results.

ADDITIONAL INFORMATION

A condition of employment for this job is that you maintain the following requirements in good standing:

- Driver's License Type = Class 5

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by October 18, 2020.

[Click here](#) 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.

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We respect our province.

We are forward thinking.

BC Hydro is an equal opportunity employer.

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Company Web Site : https://app.bchydro.com/careers/current_opp.html



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