

Source: **BC Hydro**
Job Title: **Reliability Assurance Specialist – Operations & Planning**
Job Number: **BCH-R-4890-221115E1**
Job Location: **Edmonds Annex - W1, British Columbia, Canada**

Powered by water... and by people like you

Providing clean electricity to 4 million customers takes a diverse workforce and that's where you come in. We need your talent to help us build major projects to meet growing demand. To help our customers find clean energy solutions for their homes and businesses and to be ready to respond during storms and outages to keep our system reliable.

Working for BC Hydro is meaningful. And now, the stakes have been raised as we work towards a solution to climate change while safely providing clean, affordable electricity to our customers.

We offer a healthy work life balance, training opportunities and career progression. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers. Join us as we build an even cleaner B.C.

JOB DESCRIPTION

Duties:

* One of BC Hydro's key business priorities is to ensure compliance with the North American Electric Reliability Corporation (NERC) Mandatory Reliability Standards (MRS). MRS have been adopted by the BC Utilities Commission to achieve, sustain and demonstrate compliance to support the reliability of the bulk electric system.

* To manage MRS, BC Hydro has established a Reliability Standards Assurance (RSA) Business Unit to provide MRS leadership, compliance and strategic expertise to advance a sustainable compliance program. This role in RSA will report to the O&P Assurance Manager and is focused on the assurance of the approximately 90 adopted Operations and Planning (O&P) Standards including topics such as facility ratings, protection & control programs, system operation and system planning. The Reliability Compliance Specialist will lead the assurance program planning, implementation and reporting, monitor and engage in the MRS program development in the US and Canada and engage with industry stakeholders

Specific responsibilities for this role include:

* Leads development of MRS assurance program to have a consistent approach to assurance engagements including strategy sessions with Assurance teams and completing process and program documentation.

* Plans, develops and manages an MRS assurance engagement strategy and a 3-year risk-based plan for the O&P Standards using on compliance history, risk and control maturity, and business monitoring implementation.

* Leads the delivery of assurance engagements by defining and obtaining resources; scheduling assurance engagements; monitoring progress, communicating results and documenting the assurance findings.

* Develop and utilize technical knowledge to conduct assurance activities which may include auditing the standards implementation, reviewing the quality and adequacy of compliance

narratives and evidence, testing the strength and quality of internal controls as well as identifying opportunities to improve practices and tools.

- * Prepares, presents and discusses assurance engagement results with managers, directors and executives. Negotiate and document the business groups management action plans to address findings from the engagement results.
- * Monitors and evaluates pertinent Canadian and US MRS initiatives, regulations, and / or rulings; participate in related conferences and seminars, builds relationships and maintain membership with relevant industry professional associations and organizations, and recommend best practices .
- * Develops and maintains expertise and knowledge with the O&P Standards, by a combination of self-study, peer reviews and relevant industry engagement.
- * Provides technical leadership for compliance guidance; communicates and advises stakeholders across all levels of the organization on MRS and compliance expectations and compliance monitoring and enforcement policies.
- * Leads and supports O&P MRS non-compliance investigations, assists with developing mitigation plans and monitors and finalizes completion
- * Performs other activities of a comparable type as required.

Qualifications:

- * Bachelors degree in Engineering, Business or Public Administration, Political Science, or other relevant field, or equivalent combination of education, skills and experience related to compliance assurance activities (including auditing).
- * A minimum of 12+ years of progressive compliance and assurance experience in a highly regulated environment, preferably within the energy / electric utility industry. Preference will be given to the candidates possessing a demonstrated depth of O&P Standards experience.
- * Demonstrated and proven senior level experience and ability in the following:
 - auditing, risk evaluations and control testing.
 - leading investigations including completing cause analysis.
 - experience with NERC/WECC/MRS Programs in Canada and/or the US will be beneficial.
- * Excellent written and verbal communications skills and ability to communicate with target audiences all levels within the organization; including strong presentation skills to convey complex technical issues to diverse audiences
- * Excellent relationship management, collaboration and interpersonal skills; demonstrated ability to negotiate and mediate discussions to find value add solutions and reach consensus; effective conflict management and resolution skills
- * Self-Motivated with strong organizational skills, goal oriented and the ability to work effectively in a team environment as well as individually.
- * Strong analytical skills, with demonstrated ability to distill complex issues to highlight issues and provide actionable recommendations in a concise manner.
- * Demonstrated project management and leadership skills
- * Additional assurance certifications will be beneficial, such as Certified Internal Auditor or equivalent audit certifications (i.e. CPA, CFA, CMA, CRISC, CISA, ARM, CRM, CRMP)

ADDITIONAL INFORMATION

* Candidates with lesser qualifications may be considered for a lower-level role (P3)

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by **Dec. 07, 2022**.

[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 include everyone.

We act with integrity and respect.

We are forward thinking.

BC Hydro is an equal opportunity employer.

We include everyone. We welcome applications from anyone, including members of visible minorities, women, Indigenous peoples, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities.

We are also happy to provide reasonable accommodations throughout the selection process and while working at BC Hydro. If you require support applying online because you are a person with a disability, please contact us at Recruitmenthelp@BCHydro.com.

BC Hydro has a COVID-19 Vaccination Policy that requires employees to have a full series of COVID-19 vaccine and provide proof of vaccination on request. This Policy is currently suspended but may resume at BC Hydro's discretion. While the Policy is suspended, all new employees are required to disclose their vaccination status to BC Hydro.

Flexible work model role definitions

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Our four role types identify the degree of flexibility an employee could have to work from home based on the type of work they do. The flexibility for an individual job is up to the manager for

each position and the operational requirements. Employees also have the right to work full-time from the office if they prefer. All of our roles require at least some in-person time.

IBEW/Field – No option to work from home

Resident – Works primarily (4+ days per week) in the office.

Hybrid – May be able to work from home up to 3 days per week.

Remote – Works from home 4+ days per week