

## A workplace powered by you

At BC Hydro, we're working towards creating a cleaner and more sustainable future for all British Columbians and need people like you to help us. A career at BC Hydro is meaningful and provides you the opportunity to be part of a talented, inclusive, and diverse team. We offer a healthy work-life balance, competitive wages, a comprehensive benefits package, and training opportunities to support you in your career growth. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers.

We invite you to join us as we build an even cleaner B.C. We welcome applications from all qualified job seekers. If you're a person with a disability, please let us know by emailing [RecruitmentHelp@bchydro.com](mailto:RecruitmentHelp@bchydro.com), as adjustments can be made to help support you in your application process.

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### Senior Procurement Advisor (Category Lead) - Engineering and Technical Services

Number of positions: 1

Job Location: Edmonds 15

Employment type: Temporary

Region: Lower Mainland

Hours of work: Full-time (37.5 hrs/wk)

Flexible Work Role: Hybrid

Annual salary: \$ 109,700.00 - 138,700.00

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### What you'll do

\* We are hiring a Category Lead (CL) to drive strategic initiatives across multiple Categories within the Engineering and Technical Services Portfolio. The Categories may include Generation Engineering, categories within engineering and specialty services (such as CADD, Quality Assurance, Estimating, etc.) and Technical and Specialized services, such as Penstock recoating services. Contracts within this portfolio are critical to ensuring system reliability, delivering capital programs, and sustaining long-term operations. This role acts as the category owner—responsible for understanding supplier markets and BC Hydro's internal needs to ensure contracts meet performance objectives. The CL will navigate complex and evolving category landscapes-developing and executing multi-year sourcing strategies, managing multiple priorities, and identifying opportunities for continuous improvement across existing agreements. The successful candidate will be someone who thrives in a collaborative environment, has strong project management capabilities, and can build trusted relationships across the organization to influence change and deliver sustained value.

\* Our Supply Chain function is integral to keeping the business running and the lights on. BC Hydro has transformed its Supply Chain model through the implementation of a full category management capability to better meet the business' requirements for quality, safety and reliability in what we buy for the best total cost and to ensure mutually beneficial supplier relationships.

\* As the Category Management Supply Chain group, we're accountable to develop and implement strategies for the key products and services spend categories that account for over 80% of BC Hydro's annual multi-billion dollar expenditures. Categories are organized into five portfolios: Enterprise, Major Equipment, Engineering & Technical Services, Materials & Logistics, and Field Support Services.

\* Our category strategies enable us to be smart about what and how we buy from whom, and in how we work with our suppliers, to deliver on BC Hydro's vision, mission and corporate priorities. One of our priorities is enabling the shift to use of electricity to help with greenhouse gas (GHG) reductions and support BC's GHG emission target reductions. This will require building infrastructure from more distribution lines to electric vehicle charging stations. To make this happen BC Hydro can't do it alone – we need more suppliers and to procure products and services.

\* Throughout the category management lifecycle, they directly perform and/or project manage strategy development, sourcing, business process improvements, supplier relationship management (SRM), benefits realization and provide support on contract management. Key to their success is building and managing relationships across internal business groups, stakeholders and suppliers, and being proficient at organizing and managing across projects and constraints to ensure sourcing, SRM, contract management and business process improvement plans are integrated effectively.

\* Our ideal candidates are motivated by achieving results for BC Hydro, the success of their teams, and having mutually beneficial supplier relationships. They are pro-active and take ownership. They are adept at creating and using influence where they do not have control. They have expertise managing cross functional teams and projects gained working in a complex business environment. Candidates will have a proven track record of both developing and executing value add category, supplier or similar business strategies to achieve specific business outcomes.

\* Our profile person is a blend of strategic and pragmatic with a project management orientation: able to create longer-term strategic plans and able to organize and manage the multiple near-term priorities and issues to make progress on the

longer term plan every day. Successful candidates will be team players, collaborators with a growth mindset, and able to stay calm and focused in pressured situations. They calibrate their excellent communications and facilitation skills to engage people at all levels to work effectively towards desired outcomes. Their ability to listen and connect the dots allows them to understand, prioritize and integrate business, technical and market trends and requirements to drive business strategies. It is vital that they are able to understand and are comfortable with changing and complex business contexts and 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 and evolving their leadership.

#### High Level Outcomes:

- \* Ensures assigned categories 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: category strategies, sourcing, business process improvements, supplier relationship management (SRM), benefit realization plans and other category management processes; supports the business in contract management.
- \* Is recognized as a Category Expert for assigned categories. Knowledgeable in BC Hydro's current and likely/possible future business requirements. Understands the current and future supply market.
- \* Contributes to the sustainment and advancement of BC Hydro's category management framework and processes.

#### What you bring

- \* University degree Bachelor's or equivalent.
- \* 8+ years proven track record of both developing and executing value-add category, supplier or similar business strategies to achieve specific business outcomes.
- \* An equivalent combination of education, training and experience may be considered.
- \* Experience managing 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.

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 as analysis, 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 ahead, solves problems, increases efficiency, and gets things done safely. Looks for ways to make process improvements by being open to employee 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.

**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 assess complex BC Hydro supply market, sourcing and contract situations, what is needed, apply sound judgment and design pragmatic approach to deliver required goal(s) 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.

**What we offer**

- A comprehensive benefits package
- A minimum of 15 paid vacation days
- A lifetime pension
- Flexible work model, depending on your role type
- Training and development courses

For more information on the benefits we offer, visit [bchydro.com/benefits](https://bchydro.com/benefits).

**What else you should know**

\* This is a Full-time Temporary (FTT) P3 opportunity on the team based at our Edmonds office in Burnaby until approximately August 2027.

\* Please note depending on the applicants' level of qualifications, competencies and experiences they could be hired for Category Lead or Category Management Trainee program. Candidates with experience exceeding the Category Lead qualifications may be considered for a Senior Category Lead role. We may hire for additional category lead positions.

\* Please note this role is classified as a Hybrid role under the flexible work model, which currently includes a mix of working from home and working in the office. At present, this role is expected to work in the office a minimum of two-three days per week however at times it could be more frequent due to operational requirements and does require flexibility.

Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays.

**How to apply:**

Interested candidates should submit their applications online at [https://app.bchydro.com/careers/current\\_opp.html](https://app.bchydro.com/careers/current_opp.html) or click 'Apply'

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.

Location: Burnaby, British Columbia, Canada V3N 4X8

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| <b>Date Posted:</b> | 2026-08-21 | <b>Closing Date:</b> | 2026-09-08 |
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