

Source: **BC Hydro**
Job Title: **Manager, Enterprise Procurement Services**
Job Number: **BCH-R-8303-230320E1**
Job Location: **Edmonds, 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:

Background:

* BC Hydro's Supply Chain function is integral to keeping the business running and the lights on. Supply Chain supports the organization through the procurement and delivery of materials and services. A key enabler of effective supply chain management at BC Hydro is having the right supply chain technology solutions and supporting business processes.

* BC Hydro implemented the SAP Supply Chain Applications (SCA) in 2020 to provide a strong foundation through a suite of supply chain solutions including: SAP, Business Warehouse, Ariba and Supply Chain Workspace (Sharepoint). This was the largest technology project BC Hydro has undertaken to date. After implementation of SCA the Supply Chain Sustainment team was formed to ensure: the effective company-wide adoption and use of these supply chain solutions and processes; facilitate reliable, relevant, and accessible user support; maintain lasting solutions knowledge and competency across the company; and lead systems improvements to support evolving business needs.

* We have an exciting opportunity for a Manager, Supply Chain Solutions to lead the Supply Chain Sustainment Team and other professionals in the organization, within a matrix environment, on our continuing journey. The Sustainment team is currently made up of five employees, contractors and other subject matter experts across the company.

Duties:

The Manager, Supply Chain Solutions is a senior level management position within Supply Chain and reports into the Senior Manager, Supply Chain Central Services. The role has the following key duties:

1. Leads, coaches, and mentors the Supply Chain Sustainment Team to be a high performing team.
2. Leads the continued adoption of Supply Chain systems and processes to ensure benefits continue to be realized. Leads the preparation of reports, including the Annual Benefits Reports filed with the BCUC, that includes adoption, benefits measurement, and tracking

3. Leads the process to determine the criticality of system change requests and continuous improvement opportunities in relation to the objectives of the SCA adoption and Supply Chain Business Model. Conducts cost-benefit analysis for possible solutions and alternatives.

Appropriately engages key stakeholders and ensures approvals, budgets, implementation, and communication plans are in place for any changes. Creates and prioritizes a work plan to address the proposed changes and works closely with IT and impacted business areas to successfully execute on the plan and mitigate risks.

4. Ensures the stable and efficient operations of Supply Chain technologies and processes by building strong cross-functional relationships with key stakeholders including operational business groups and the Technology group.

5. Works collaboratively with cross-functional stakeholders and influences them in the development, implementation and adoption of supply chain solutions aimed at driving productivity, organizational efficiency, and financial controls.

6. Works with Supply Chain functions and business groups to ensure ongoing end-user process/systems training and support.

High Level Outcomes:

1. Deliver Results: Lead the Sustainment team, business groups and other key stakeholders through the successful execution of sustainment and continuous improvement activities that results in achievement of business objectives and ensures BCH is supported to achieve its overall mandate.

2. Build Team: Develop high performing professionals and teams that have a reputation for being trusted experts and partners across the organization and are relied upon to deliver results for BCH.

3. Build Credibility: Advance credibility (people have full confidence) of supply chain tools and processes in BC Hydro at all levels- including leadership, peers, team members and employees that rely upon supply Chain tools and processes to advance their work.

4. Build Reputation: Build and advance reputation of BCH with Suppliers, industry peers and other SME's.

Skills/Qualifications:

* The ideal candidate must bring a great balance of business savvy, strategic orientation and strong planning, prioritization and project management to get the job done. They must hold true to the long-term vision of what we are doing, while taking a pragmatic approach in achieving it and create full engagement with their teams and business groups.

* We are ideally looking for candidates that understand supply chain and supply chain systems and related processes and can manage the sustainment activities leveraging strategic relationships with internal and external stakeholders. It is vital that this role is able to provide practical solutions to business problems and be able to provide expert advice, mentoring and leadership across BC Hydro and their respective team. Therefore, our ideal candidate will quickly be able to leverage relationships and create environments conducive to teamwork. They will be able to identify issues and see it as their role to understand the details and facts of a situation in order to bring clarity to others and recommend solutions that will be widely supported and implemented.

* They must have a growth mindset, be able to stay calm in pressure situations and be able to effectively teach and coach to ensure team and organizational alignment to the Sustainment practice. They must be solutions focused, motivated by the delivery of results, and the success of the Sustainment team in creating sustainable change to benefit the company. The successful candidate will have the ability and judgement to adapt their leadership style to engage the team, organization, and key stakeholders to get things done and achieve the plan.

* They will provide technical leadership to manage the planning, promoting and implementation of supply chain system and process improvements including assessing current and emerging business practices and needs, prioritizing a work plan with input from key stakeholders and delivering solutions that support Supply Chain and the business in achieving their operational objectives and strategic goals.

Qualifications:

- Post Secondary degree in business, technology, data analytics, supply chain or related field.
- Minimum of 8-10 years related business experience at a senior level in a large organization or equivalent combination of education, training and experience may be considered.
- Minimum of 2-5 years' experience as a people leader, ideally in progressively more responsible roles. Experience leading cross functional project teams or similar team leadership experiences will be considered and is an asset.
- Experience working in a business environment that is complex, with multiple stakeholders and strategic considerations.
- Well organized, with demonstrated skills in strategic and tactical planning; project management; analysis and critical thinking; creativity and innovation in problem solving
- Previous involvement leading and balancing multiple high complexity / risk / impact projects/ initiatives / strategies. Experience implementing innovative, broad scope solutions.
- Demonstrated knowledge and results in developing, implementing, and monitoring new processes and procedures across an organization.
- Strong leadership, relationship, and communications skills with the ability to lead and build high performing teams.
- Experience with supply chain related accountabilities and functions such as sourcing, supplier management or contract management is an asset.

Competencies:

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, 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 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.

People Leadership: Effectively uses a variety of strategies to enable team members to be as effective and productive as possible, holding individuals and teams accountable. Explains why change is needed, supports others through change, and builds an effective team. Motivates and inspires others and models positive leadership practices.

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: Understanding of BC Hydro's business context. Able to accurately assess complex BC Hydro needs and understand how the Sustainment practice can address those needs. Apply sound judgement and pragmatic approach to achieve required progress and grow the Sustainment practice.

Planning and Project Management: Establishes a systematic course of action for oneself and achieves results. Able to ensure strategic plan and work plans including resources, schedules, project timelines and budgets support business outcomes and achieve business results.

Quick Learner with Growth Mindset: Openness and willingness to continue to grow and learn. Demonstrates honesty, humility, and perseverance. Embraces challenges, persists in the face of setbacks, sees effort as a path to mastery, learns from and integrates feedback, finds lessons and inspiration in the success of others.

Influencing to Build Alignment and Collaboration: Ability to lead across departments and bring people together cross-functionally. Shifts the thoughts, attitudes and behaviors of others by shaping or setting a direction that deepens commitment to achieve strategies, goals and targets. Provides leadership which encourages collaboration.

- This is a Group 46/P5 level role

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by **April 09, 2023**.

[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