

**Source:** BC Hydro  
**Job Title:** Business Group Compliance Lead - MRS roles  
**Job Number:** BCH-R-4711-210415E1  
**Job Location:** Burnaby, British Columbia, Canada

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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:**

- 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 with its obligations to support the reliability of the bulk electric system. The approximately 120 adopted Standards cover topics such as real-time operations, long term transmission system planning, protection system maintenance programs and critical infrastructure protection.
- BC Hydro is continuing to strengthen its internal Compliance program and is looking for highly qualified, self-driven individuals with highly developed analytical, collaboration and communications skills to contribute to this important business objective.
- As an MRS program expert embedded within the business groups, the Business Group Compliance Lead provides guidance, direction and education to their respective business area and maintains expertise and knowledge of the program's methodologies, policies, and practices published by BC Hydro, the BCUC, NERC and WECC.
- The role is responsible for executing the accountabilities and responsibilities for the assigned MRS Operation and Planning (O&P) and/or Critical Infrastructure Protection (CIP) Standards and Requirements (the Assigned Standards) within the respective business area by building Compliance practices, managing and administering Compliance programs, verifying and communicating compliance and managing investigations, mitigation plans and evidence.
- Specific duties include:
  - Building Compliance Practices
- Developing, implementing and maintaining procedures, processes, internal controls, work
- and reports, associated with the Assigned Standards to ensure ongoing compliance
- Working collaboratively across the organization to ensure consistent practices and procedures are being adhered to related to the Assigned Standards
- Assessing the training, change management and field support requirements for standards compliance

- Managing and Administering Compliance Programs
- Maintaining knowledge and awareness of industry practices and trends associated with Assigned Standards
- Acting as technical lead for assigned MRS Standard(s) and the associated Requirements (Assigned Standards)
- Assessing implications of new and revised standards, providing comments and developing estimates of cost and resource requirements to ensure ongoing compliance
- Providing technical leadership for the implementation of new and revised standards
  - Verifying and Communicating Compliance
- Participating in annual risk-based compliance assurance programs and audits
- Identifying and rectifying areas of compliance risk or potential violation
- Promoting a culture of compliance and encouraging self-reporting
- Communicating technical issues to diverse audiences including senior leaders and executives
- Leveraging and/or advocating for systems tools and support for compliance
  - Managing Investigations, Mitigations Plans and Evidence
- Leading investigations of Incidents and potential violations
- Conducting root cause analysis
- Developing and implementing mitigation activities
- Producing and maintaining documented evidence and compliance narratives (Reliability Standards Audit Worksheets) to demonstrate compliance

#### **Qualifications:**

- Bachelor's degree in Engineering along with registration or eligibility for registration as a Professional Engineer with Engineers & Geoscientists BC
- Minimum of 8-10 years of experience in the areas of power system asset planning, operation and control, energy utility design, operations & maintenance, cybersecurity, or operational technology
- Minimum of 5 years technical leadership experience is considered highly desirable but not mandatory
- Excellent written and verbal communications skills
- Excellent relationship management, collaboration and interpersonal skills
- Effective presentation skills, including the ability to convey complex technical issues to diverse audiences
- Demonstrated knowledge and understanding of NERC Mandatory Reliability Standards and regulatory activities as well as WECC and BC Hydro reporting and compliance activities
- Understanding of audit requirements including the ability to analyze compliance quality, accuracy and adequacy
- Experience in program or project management
- Must be able to travel to the United States

#### **ADDITIONAL INFORMATION**

- Senior & Specialist level opportunities are available in various departments throughout the company. These roles are located in the Lower Mainland, British Columbia.
- Please be advised that some of these roles have been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment for those designated positions.

#### **How to Apply**

Interested candidates should submit their applications online at [https://app.bchydro.com/careers/current\\_opportunity.html](https://app.bchydro.com/careers/current_opportunity.html) by **May 07, 2021**

[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.

We respect our province.

We are forward thinking.

BC Hydro is an equal opportunity employer.