

Director – Substations Technology and Testing

Powertech Labs Inc, BC Hydro's subsidiary that specializes in energy research, consulting, testing, and systems integration, has been serving power utilities, oil and gas companies, automotive, and electrical utility equipment manufacturers since 1989. We operate as a separate, unregulated, for profit, commercial company. In addition to providing innovative R&D, consulting and testing services to BC Hydro, Powertech provides the majority of its services to a large and diverse array of clients across North America, and around the world. Powertech is located on an 11-acre campus in Surrey, British Columbia and has 200+ employees. Our reach and reputation are global, and we are recognized as a leader in technology, testing, and power systems software. Our location places us close to BC Hydro, 25 kilometers from the US border, and at a gateway between Asian and North American markets. Finally, we are located in one of the most desirable locations on the globe, with all the natural beauty of British Columbia on our doorstep. We call this home.

Powertech's brand and reputation command a dominant position in the power industry. To better serve our clients, we group our services under six market-orientated sectors: Generation, Transmission and Distribution, Substations, Power Systems, Grid Modernization and Advanced Transportation. Powertech's competitive advantage is enhanced through close collaboration between all sectors.

The company's staff consists of professional engineers, scientists, technologists and technicians from a wide range of disciplines. These highly skilled individuals have access to 21 well-equipped, specialized laboratories. Together, the resources allow us to offer a range of forward-looking technology services to help clients advance technology, solve complex problems, and maximize asset performance.

Finally, we are customer-focused: To ensure our customers have high confidence in our services, we attract the best resources, are highly responsive and constantly strive to improve the quality and value of our services.

Business Overview

The Substations Technology and Testing Sector provides laboratory and field-testing of substations equipment and infrastructure, including short-circuit testing, and, environmental, transformer oil, SF₆ and lubricant testing. It also offers consulting and investigation services, including asset management studies, failure investigations, expert witness testimony, and development of testing programs. The R&D work in the area of transformer life extension and transformer life estimation is world-renowned. This sector has a number of premier laboratories including High Power/Short-Circuit and transformer-oil chemistry.

Specifically, this team is considered world-class in the areas of power transformers, and oil and gas insulation. It continues to initiate and lead global research into the lifecycle management of oils, SF₆, and transformers. Besides a considerable portfolio of routine laboratory testing services, it is continually advancing a number of innovative technologies in various stages of incubation and development, from concept through to commercialization. In addition, this team provides a large and rapidly growing number of consulting and testing services to utilities, including arc-flash, grounding, and, testing of instrument transformers and other substation equipment.

This sector also manages the only grid-connected, high power (1500 MVA) lab in North America. The team and laboratory provide testing services for the global power industry, including switchgear, transformers, and other substation and distribution equipment. Beyond these laboratory services, the team also plays a significant role in shaping the future of the industry by leading and participating in standards forums.

Position Overview

As one of the directors at Powertech, reporting to the President and CEO and forming a part of the leadership team, the selected candidate will be expected to lead every aspect of this line of business. Responsibilities include establishing an understanding of the global industry trends, developing a long-range strategy, and operationalizing this plan to ensure

continued customer engagement and support, growth and day-to-day operational excellence. This leadership role requires teamwork with corporate support functions and the other sectors that constitute Powertech Labs. Further, the incumbent is expected to be a technical expert in his/her own right and to provide technical leadership and day-to-day management to the Substations Sector and, through the leadership team, shape the broader Powertech organization. The selected candidate will be expected to engage both OEM and utility customers from around the globe, identify and develop new service offerings to meet emerging and market needs and, collaborate with market participants to advance technology and the associated industry standards. With a relentless focus on quality, the incumbent is expected to pursue policies and activities that constantly raise the quality accreditation and performance of the sector. The selected candidate must have a demonstrated history of participating in national and international forums on relevant technical areas. Authoring and presenting technical publications is seen as important to maintaining and growing this sectors profile. Finally, the incumbent is responsible for the financial (P&L) performance, developing and executing a long-range staffing plan (including hiring, performance management and mentorship) and driving the investment required to maintain and grow the laboratory infrastructure.

Key Responsibilities

- Shaping the strategic direction for the sector and ensuring alignment with all stakeholders including the leadership team and the board of directors.
- Assessing future market needs and developing strategies and plans for continued growth; this includes development and marketing of new services, development of new laboratories and hiring and developing staff to execute the plans.
- Developing and driving implementation of the sector's strategic plans.
- Supporting other sectors in achieving their objectives.
- Reviewing and aligning with the broader corporate objectives such as safety, quality and environment management
- Actively growing the sector's ISO/IEC17025 accreditation and aligning with the company wide ISO 9001 and ISO 14001 accreditation.
- Playing an industry-level expert role in developing substation standards, practices and procedures
- Working closely with BC Hydro as a key customer; further and more broadly, having a demonstrated ability to work with both utilities and OEM in identifying and providing R&D, consulting and testing services.
- Actively engaging customers when soliciting and providing services and requesting feedback on services provided.
- Representing the Substations Sector specifically, and Powertech more generally, around the globe.
- Providing input and recommendations in the budget, work planning and resource allocation processes for the sector and Powertech.
- Managing the financial performance of the Substations Sector.
- Providing Strategic planning around staffing needs, recruitment, day-to-day management of staff, performance review, mentorship and goal setting.
- Exercising a high degree of independent judgment to solve highly complex problems that have an impact across sectors and include customers, technology, financial planning and staffing.

Qualifications

- An engineering degree or degrees recognized in Canada is required; post graduate degrees in Engineering and/or an MBA recognized in Canada are highly desirable.
- Minimum of fifteen years of experience as a Subject Matter Expert in one or more of the following broad fields: high-voltage (e.g. transmission voltage class) substation primary equipment (such as transformers and switchgear); substation secondary equipment & systems (such as instrument transformers, reactive power systems, grounding); substation control-room technologies (such as protection and control and telecommunications); utility substation design, operations and maintenance practices.
- Equivalent combination of education and experience may be considered.

- Registration as a professional engineer with the Association of Professional Engineers and Geoscientists of BC (APEGBC) or equivalent required (i.e., non-British Columbia registrations are acceptable as long as there is an ability to transfer the accreditation).
- Demonstrated leadership of a team of world-class professional technical experts.

Performance Competencies

- Demonstrated rigor in modeling awareness and behaviours for working safely in laboratories and the field.
- Broad technical knowledge of the power utility industry.
- First-hand knowledge of the global substation OEM (Original Equipment Manufacturer) market participants.
- Knowledge and demonstrated ability to collaborate, conceive, lead and execute R&D projects.
- Demonstrated ability to manage the successful implementation and delivery of services and products to clients.
- Demonstrated commitment to quality including experience with ISO 9001, ISO 14001 and ISO/IEC 17025.
- Entrepreneurial and a proven track record in matching market information with an evolving service offering.
- Demonstrated management of a P&L and an understanding of annual planning, budgeting and business forecasting.
- Excellent track-record of leadership, team building and mentoring to staff.
- Excellent verbal, written and interpersonal communications skills including the ability to build successful relationships, make presentations to technical and non-technical audiences and liaise with peers in industry.
- Excellent decision making and problem solving capabilities; the position requires prudent technical and business risk-taking.
- Ability to work in a dynamic and collaborative leadership team environment.

Location: Surrey B.C.

Job ID: DSS2017.24

Job Status: Full-Time Regular

Compensation & Benefits: Powertech Labs Inc. offers a very comprehensive total rewards package based on a healthy work/life balance.

Close Date: August 28, 2017

Please be advised that this role has been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

To apply and to obtain more information on Powertech Labs Inc. visit us at powertechlabs.com.