



EMPLOYMENT OPPORTUNITY

Closing Date: 2025/06/16

COMMERCIAL ENGINEER WINNIPEG, MB

Manitoba Hydro is consistently recognized as one of Manitoba's Top Employers!

Great Benefits

- Competitive salary and benefits package.
- Defined-benefit pension plan.
- Nine-day work cycle which normally results in every other Monday off, providing for a balanced approach to work, family life and community.
- Flex-time and partially remote work schedule (providing the option to work remotely 3 days per 2 week period), depending on nature of work, operational requirements and work location.

Manitoba Hydro is a leader among energy companies in North America, recognized for providing highly reliable service and exceptional customer satisfaction. Join our team of Manitoba's best as we continue to build a company that supports innovation, commitment, and customer service, while actively supporting a diverse, equitable and inclusive workplace.

We are seeking a Commercial Engineer to join our Project Management Center of Expertise Department. Under the general guidance of the Contracts & Claims Management Section Head, the Commercial Engineer will provide expert contractual advice and counsel to project managers within the division and across the enterprise. The Commercial Engineer role will include working with the parties involved in claims, developing an understanding of the applicable contracts, developing claim strategies, participating in discussions and negotiations to come to agreement in principle and support for contractual claim resolution. Activities may include contract interpretation, strategic evaluation, financial analysis, commercial contract negotiations, dispute resolution, claims management, and day-to-day contract management.

Responsibilities:

- Provide expert guidance and leadership in managing complex contract agreements and program related issues where significant financial and/or corporate risks exist, which may involve:
 - Interpreting contract language with respect to commercial terms and obligations;
 - Monitoring compliance with the terms of the agreement and resolving any disputes that may arise;
 - Carrying out financial, schedule or technical analysis of contractual disputes;
 - Carrying out financial and strategic analysis related to forecast costs, specific contract terms, schedules, etc., where significant financial and/or corporate risks exist.
- Lead and direct research, development, and continuous improvement of new program, initiatives and standards to support commercial dispute resolution and negotiation on contracts within the division and across the enterprise.
- Lead development and execution of the overall strategy for claims management and the implementation of this strategy utilizing internal and external resources. Liaise with internal resources, external consultants and legal support to provide best value outcomes for claims management.
- Manage the claims consulting framework agreement, including assessment of the consultant's performance, management of resources and assignments, and ensuring assigned deliverables are met.
- Provide expert advice, counsel and recommendations to executive leadership, management, and project teams for claim management, contractual compliance and commercial negotiations with the involvement of various business functions (procurement, legal, engineering, etc) across various contracts.
- Provide consultative advice to the Purchaser and where required manage the preparation and review of detailed claim reports, including substantiating claims analysis, defense documentation and Purchaser response to claim submissions.
- Prepare claim submissions on behalf of the Purchaser.
- Lead and participate in negotiation and settlement of contractual disputes.
- Work with internal or external legal advisors on contract management issues where significant legal or financial implications may arise.

Qualifications:

- Graduate in Engineering from a University of recognized standing, with a minimum of seven years related experience.
- Professional member in good standing with Engineers Geoscientists Manitoba (or willingness and ability to attain within a specified amount of time).
- Contract management experience in the design and construction of major infrastructure projects, including contract preparation, development and preparation of claims, change management, project controls, and risk mitigation and analysis.
- Good working knowledge of various project control functions to solicit actual cost information and understanding of various contractual clauses for claim analysis or developing a mitigation strategy.
- Experience in analysis of cost estimates and schedules to facilitate review of project related impacts.
- Experience and knowledge of contract administration and claim mitigation/analyzing functions on a major infrastructure project.
- Ability to perform in a coordinating role effectively and diplomatically, often under difficult project circumstances.
- Proven ability to negotiate agreements of a contractual nature and find win-win outcomes under difficult circumstances.
- Proven analytical capacity for assessing complex situations and problems, and an ability to translate ideas/concepts into process systems.
- Aptitude for reviewing and interpreting complex legal agreements and policies.
- Demonstrated organizational skills, high degree of initiative and the ability to work independently, while functioning in a team environment within the organizational setting.
- Possess a thorough knowledge of Corporate Policies, procedures and regulations.
- Demonstrated high degree of initiative and ability to maintain harmonious working relationships and interact effectively with others at all levels, both inside and outside the Corporation and in cross-cultural situations.
- Ability to plan, organize and control activities of various schedule-critical concurrent work assignments within the area of responsibility with a minimum of supervision.
- Must obtain and maintain a current Personal Risk Assessment and a "Clear" security rating in accordance with Manitoba Hydro policy P513.

Notes/Comments:

- May be required to work at other locations within the province, and where transportation between these sites may be by small aircraft.

Salary Range

Starting salary will be commensurate with qualifications and experience. The range for the classification is \$51.34-\$70.34 Hourly, \$98,380.88-\$134,784.78 Annually.

Apply Now!

Visit www.hydro.mb.ca/careers to learn more about this position and to apply online.

The deadline for applications is JUNE 16, 2025.

We thank you for your interest and will contact you if you are selected for an interview.

This document is available in accessible formats upon request. Please let us know if you require any accommodations during the recruitment process.