BC HYDRO’S ENGINEERS-IN-TRAINING PROGRAM

TODAY’S TALENT, TOMORROW’S LEADERS
JOIN OUR TEAM TODAY!

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TOMORROW’S LEADERS

At BC Hydro, we're committed to providing reliable power, at low cost, for generations. We are equally committed to helping exceptional people realize their potential as we reward them with opportunity and challenge. In addition to ensuring that safety is paramount, we value teamwork, accountability, integrity and service.

BC Hydro’s commitment to the future extends well beyond our focus on providing reliable, affordable energy. We also have a strong commitment to our future employees, which is why we invest heavily in industry-leading training that builds skills both personally and professionally.

Our comprehensive two-year training program will provide you with the practical experience to achieve your Professional Engineering designation, building on your existing degree in Engineering.

You will also have the opportunity to rotate at least once during the program to further develop your skills and knowledge of our company. We regard work-life balance, training and development, and career growth as a basis for all our employees. Right from the start, you will be working on real projects as a valued member of the team. With the program opening doors to countless opportunities within BC Hydro, you will be taking the first step on a career ladder that can take you right to the top.

We’re looking for a diverse group of talent who are adaptable, eager to learn, willing to experience different locations throughout the province, work on exciting projects, and have the ability to develop and apply superior communication skills.

We offer a competitive salary and benefits package as well as the opportunity to advance as part of a team committed to excellence. If you share our values and are ready to join a great team, we would love to hear from you!

Apply online at bchydro.com/careers today.
EITs are hired into three of our four Business Groups:

- ✔ Engineering, Aboriginal Relations & Generation (EARG)
- ✔ Customer Care & Conservation (CC&C)
- ✔ Field Operations
- ✗ Corporate Groups

ENGINEERING, ABORIGINAL RELATIONS & GENERATION (EARG)

ENGINEERING

To align with its customers’ needs, Engineering consists of the following business units:

- Generation Engineering
- Transmission Engineering
- Distribution Engineering

Engineering provides a full range of engineering services to BC Hydro and the BC Transmission Corporation. Its ability and expertise in designing, constructing, and engineering international quality products plays a key role in maintaining BC Hydro’s reputation of being one of the most efficient and reliable electric utilities in North America, with some of the lowest electricity prices for industrial, commercial and residential customers.

GENERATION OPERATIONS

Generation’s responsibility is to supply domestic load obligations at low cost for generations. They do so by optimizing our reservoirs, as well as a growing fleet of independent power producer facilities, and supplementing our energy deficit, when necessary, through market purchases. Their responsibilities also include ensuring that we plan for and supply reliable capacity to meet the winter peaks and maintain BC Hydro’s generation assets.

EITs hired into this area will likely begin the program in the field, and then have the opportunity to rotate to the Lower Mainland. They will conclude the program with a final rotation back in the field.

Examples of projects/tasks in Engineering:

- Design
- Maintenance Support
- Protection & Control
- Telecommunications
- Stations Layout
- Surveillance
- Structural
- Hydro- and Geo-technical
- Foundations

Examples of projects/tasks in Generation Operations:

- Project Management
- Construction Management
- Contracts and equipment
- Estimating and Scheduling
- Quality Assurance

- Engineering and Technical Support:
  - ◊ Develop equipment and maintenance programs
  - ◊ Monitor equipment reliability and analyze equipment failures
  - ◊ Develop equipment rehabilitation and replacement strategies
  - ◊ Design and implement plant modifications
  - ◊ Incorporate new cost-effective technologies

- Dam Safety – monitor, survey, and perform analysis of civil structures
- Generation Resource Management
- Prepare reservoir operating plans
- Assess the impact of reservoir elevations and flow releases
- Plan and track non-power releases of water
CUSTOMER CARE & CONSERVATION

Customer Care & Conservation (CC&C) teams plan for our province’s energy needs, manage the customer experience and create and implement Power Smart programs. Power Smart is the business unit within BC Hydro responsible for creating value for the company through demand side management. The energy savings targeted by Power Smart programs are an alternative to building new generation facilities. These targets currently comprise of about one third of BC Hydro’s projected future energy needs for the province.

FIELD OPERATIONS

Field Operations serves 1.6 million customers in B.C. Customers are provided with safe, dependable and reliable energy, and extension and connection services to distribution customers, including innovative solutions. The Field Operations team are the people who perform the work and operate the equipment most often seen by British Columbians, and they do it with safety first in mind. They are the people who “keep the lights on”. The services they provide cover a broad spectrum including: Restoration, Maintenance, Construction, Telecom Maintenance, Public Safety and Contract Management.
ROTATIONS

Rotations are a fundamental part of BC Hydro’s EIT program. Rotations will provide you with the opportunity to develop in and gain knowledge of various areas of the organization. They assist in developing your technical and professional skills, providing you with valuable work experiences, and expanding your networks. Upon completion of the program, you will have been exposed to a wide range of projects that will ultimately add value to the end job and your career path within Engineering.

Rotations are based on a number of factors including:
- Your career goals and which rotations would align with them
- The projects and departments that piques your interest
- Opportunities that would add value to your end job
- Area of Engineering that you would like to develop skills within

TRAINING

Training and development opportunities are a strong focus of the EIT program. BC Hydro has a strong commitment to our future leaders, which is why we invest heavily in industry-leading training that builds skills both personally and professionally.

At BC Hydro, we follow a talent development model which focuses on developing our employees mainly through on-the-job experiences. In addition, we hold quarterly meetings for our EITs, information sessions, lunch n’ learns, and many other opportunities as avenues of development.

“There are many benefits to the EIT program, but I would have to say the opportunity to rotate to different position within BC Hydro would have to be one of the reasons I decided to join. You get an opportunity to meet new people in every rotation and forming these relationships will help you further develop your career. With every rotation new training and experiences expand your possibilities.”

– Omar Ishkintana, EIT 2

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“On my rotations, I acquired a global perspective about how the different pieces of our company fit together. I also gained valuable engineering work experience both in the office and at generating stations. Now that I’ve completed the program and am working in my permanent position as a maintenance engineer at Hugh Keenleyside Dam, I realize what a great network of people across the company the program helped me to develop.”

– Natalie Nowicki, Engineer

“I was able to rotate to four different areas during my time in the program. With BC Hydro being such a large, diverse organization these rotations were all quite different, exposing me to design, commissioning, maintenance and operations. Together they all broadened my knowledge of the way the business is run and expanded my technical network and relationships with the many experienced employees within the company, giving me the tools I now use as Maintenance Engineer at Revelstoke Generating Station.”

– Brandon Haney, Engineer
NETWORKING

Our EITs, although spread across the province, are part of a network that shares, learns, and grows together. Through mentorship programs, you will have the opportunity to network with senior engineers and obtain technical and career advice, support and coaching.

We have exciting teambuilding events including Iron Chef Challenges, Volleyball Tournaments, and fundraising initiatives. EITs themselves, have also organized hiking trips, pub nights and ski trips. As an EIT, you will be joining a team of enthusiastic, intelligent and diverse individuals.

EIT CAREER PATH

You will have the opportunity to learn and develop a unique set of skills and knowledge of the company through several rotation and training experiences. Upon graduating the program, the possibilities are endless. Read the profile below to see where someone who started as an EIT is today.

“...”

–Steven Merriman, Engineer 1

Chris O’Riley, Senior Vice-President of Engineering, Aboriginal Relations and Generation (EARG), joined BC Hydro in 1990 as an EIT straight out of UBC. He started at John Hart generating station and worked around the province in generation, transmission and engineering. After time away earning an MBA, he spent seven years at Powerex, mostly as risk manager. In 2005, he returned to Generation, where he found his risk management experience transferred very easily to a different environment. In September last year, he was appointed to his current role.
WORKING AT BC HYDRO

We provide our employees with meaningful work, responsive management, opportunities for advancement, and of course, a comprehensive rewards package based on a healthy life/work balance.

We offer competitive base salaries and pay for performance. We have systems in place for employees to receive recognition for their individual performance and the overall success of the company.

We have a comprehensive Employee Wellness Program to support employees’ physical and mental health through: health promotion, the Employee and Family Assistance Program, the Respectful Workplace Program and the Return to Work Program.

We’re committed to providing employee compensation and benefits programs that reward and recognize the value and contribution of each employee. We recognize that you are unique and our benefits program reflects this fact. We give our employees the opportunity to shape their benefits plan to meet their individual needs.

We offer a “defined benefit” pension plan related to your earnings and service at BC Hydro. The greater your earnings and the longer your service, the greater your pension.

“The EIT program is designed to develop a foundation of knowledge that EITs can build upon in the future. The program provides me with discipline-specific training and guides me in gaining the job experience necessary for obtaining my P.Eng. It also increases my level of competence, confidence and responsibility. Managers, mentors and the program coordinator guide me in gaining the appropriate on the job training. BC Hydro also provides me a clean, safe and modern work environment with all the latest tools and equipment needed for the job. The program not only introduces me to all the disciplines within the Department, but also provides a means to develop relationships with co-workers that turns into career-long resources.”

–Pari Sandhar, EIT 1

“I believe BC Hydro is a right platform where great ideas can be shaped into real work. BC Hydro provides a dynamic workplace in which there are great learning opportunities. An ideal job to me is a job which is diverse, interesting, and has room to grow. BC Hydro has provided a working environment where I can have my ideal job based on my values. Therefore, I see a career path by working at BC Hydro.”

–Kamyar Tabesh, EIT 1
JOIN OUR TEAM TODAY!

EITs are selected for their alignment with BC Hydro’s values, technical capability, leadership potential and ability to become productive members of BC Hydro. To qualify, you must meet the following criteria:

- Completion of a Bachelors Degree in Engineering
- Less than two years of Engineering work-related experience (not including co-op work experience)
- Must be eligible for registration as an EIT with the Association of Professional Engineers of BC (APEGBC)
- Demonstrates the values of safety, teamwork, service, integrity and accountability.

Our EIT recruitment cycle begins in September/October for positions that are scheduled to start the following year. To apply, please visit bchydro.com/careers. Most of these positions are scheduled to start the following spring. The recruitment process consists of several steps including phone screen and in-person interviews.

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