

Director Engineering & Operations Grimsby Power Incorporated



Sartor and Associates has been retained by Grimsby Power Incorporated to recruit a Director of Engineering and Operations. The position is a critical leadership role in the company and reports directly to the Grimsby Power President & Chief Executive Officer.

BACKGROUND

The Town of Grimsby offers an unparalleled setting between the south shores of Lake Ontario and the Niagara Escarpment. With a population of over 27,000, Grimsby is a growing municipality in the Niagara Region. For the past five years, Grimsby's population has been growing at a rate close to double the provincial average. Grimsby is a sought after community and its growth is due in part to its geographic location between the Greater Hamilton and Toronto Areas, and Niagara Region – providing access to world class amenities and direct access to the U.S. border within 30 minutes. The Grimsby Power office is located at 231 Roberts Road in Grimsby.

Grimsby Power is committed to providing the residents and businesses of Grimsby with a safe and reliable supply of electricity while operating effectively and efficiently at an equitable cost. Grimsby Power is a Local Distribution Company (LDC) servicing its customer base which includes 11,700 customers. Approximately 20% of the revenue base is from its commercial and industrial customer segment. Future growth for the utility is primarily forecast to come from new residential condominium development within the town of Grimsby along the Lake Ontario shore. The utility's primary shareholder is the Town of Grimsby (90% ownership) with Fortis Ontario holding a 10% minority ownership stake.

Along with the distribution system assets required to deliver service to its customers, Grimsby Power also owns the Niagara West Transformer Station (NWTS). The NWTS is a Dual Element Spot Network (DESN) transformer station comprised of two MVA transformers. NWTS is connected to two 230kV circuits from Hydro One's transmission system. The station supplies two local distribution companies – Grimsby Power and Niagara Peninsula Energy. Grimsby Power manages the operation of the station through a number of third-party service providers, including Hydro One Networks.

Grimsby Power Strategic Direction:

Vision

Grimsby Power's Vision is to:

- Be adaptable
- Continue to provide economical efficient energy
- Be in business for our customers
- Be a locally owned business
- Strive to be efficient in any new operation to meet our customers' needs

Partner with others to drive economies of scale and scope

Mission

Grimsby Power is committed to providing the residents and businesses of Grimsby with a safe and reliable supply of electricity while operating effectively and efficiently at an equitable cost.

Grimsby Power will grow the business and increase shareholder value.

CANDIDATE PROFILE

The Director of Engineering & Operations is responsible for the planning, operations and ongoing management of the Grimsby Power distribution system and the Niagara West Transformer Station. The Director of Engineering & Operations provides direction, planning, coordination and supervision of the day-to-day activities for all technical and operational Grimsby Power employees. This position is accountable for Engineering, Operations, Asset Management, Distribution System Planning, Field work, Metering, Health & Safety, Information Technology, and Supply Chain functions.

The Director of Engineering & Operations has 3 direct reports which includes an Operations Supervisor and 2 Engineering Technicians. This Director of Engineering and Operations works closely with the CEO and Director of Finance. These three positions form the senior executive team for Grimsby Power. There are 8 total employees in the Operations and Engineering departments. There are 18 total staff in the company.

DUTIES & ACCOUNTABILITIES

- Directs, supervises and coordinates work related to the design, installation, construction, operations, repairs, maintenance, and commissioning of all Grimsby Power Distribution and Station assets.
- Accountable for the technical and financial planning for all Grimsby Power Distribution and Station assets. This includes accountability for the Grimsby Power Distribution System Plan (DSP) which integrates qualitative and quantitative information resulting in an optimal investment plan covering system expansion, regional planning, smart grid, customer value and public policy considerations.
- Develop, manage and implement the Asset Management Program to maximize the useful economic life of company distribution and station assets without compromising employee and public safety.
- Coordinate and recommend annual budgets for Capital, Operating, Maintenance, and Administrative programs. Administer approved budgets throughout the year.
- Manage the performance of staff through a proactive and communicative style using proper application of the Collective Agreement and corporate practices.
- Manage internal Engineering Technicians and required third party vendors to execute policies, procedures, and practices which support a safe, healthy, and efficient work environment.
- Directs the preparation of cost effective work order packages, for the system access, renewal, and service activities on the electrical distribution system & station, consisting of construction schematics and bills of material.
- Certify design drawings, specifications, and standards as a Registered Professional Engineer in the Province of Ontario.
- Verify that field installations are built to construction standards as required by the construction verification program and Regulation 22/04.
- Lead outage restoration activities, small to large, to ensure outages are kept to a minimum and safety of the public and employees is maintained at all times.
- Oversee metering, including the development of the next generation of smart meter assets.
- Evaluate suite metering opportunities as required. This may include overseeing the implementation and ongoing management of submetering infrastructure systems in multi-dwelling residential buildings.
- Assist with the development of business strategies that lead to performance excellence in health & safety, asset management, and business efficiency.

- Lead the Company's Health and Safety program through implementing safe work strategies and practices, which reinforce safety incident management; hazard identification and safe work attitudes. Develop and administer a safe work culture following the requirements of corporate policies and procedures, WSIB, OHSA, EUSA Rules, MTO, ESA (Reg. 22/04), and other applicable legislation.
- Responsible for the timely and effective delivery and support for all corporate IT systems through effective IT resource management and effective Program Management of all vendors and external IT partners.
- Responsible for the design, procurement, implementation, and maintenance of the corporate Information Technology (IT) systems, including both hardware and software. This includes Geographic Information System (GIS) and the Supervisory Control & Data Acquisition (SCADA) Systems.
- Lead Corporate Cyber Security Governance. Proactively implement security measures to protect corporate data, ensure customer privacy of information and secure the corporate computing environment.
- Accountable for the company procurement and supply chain functions including the preparation of tender/RFPQ documents for contracted bids, reviews, evaluations and recommendations on successful bidders. This also include direction and support for Stores staff which ensure the availability of required materials for capital and maintenance programs and projects.
- Lead the development and implementation the utility's Emergency Management Plan; participate in emergency response exercises and as a member of the executive leadership team for the utility availability for Emergency response is required.
- Be the face of the business during contingency type events and providing real time information on the system status.
- Network with industry contacts to ensure use of best practices, keep abreast of the latest industry innovations, and to position the company as a small utility leader and innovator.

QUALIFICATIONS

- **Experience:** Minimum of 10 years related experience with at least 5 years in a leadership role, preferably in the electricity distribution industry. Expert knowledge of electric utility design & construction methods, Distribution System Code, utility work protection code, OHSA, and EUSA Rule Book. Familiarity with Transmission Station construction, technologies, and operation management practices.
- **Education:** The ideal candidate will have a University Engineering Degree in an Electrical Discipline with a P.Eng designation, as well as, specialized training courses in a related field; and, Management/Supervisory Courses.
- **Knowledge:** Thorough understanding of modern asset management techniques, maintenance principles, and prioritization of capital investments to manage risk in a regulated environment.
- **Skills:** Detail oriented and ability to develop, implement, and control plans and budgets effectively; Ability to meet the public and maintain a good working relationships; Excellent verbal and written communication skills; Computer proficient in MS Office (Word, Excel, Access, and Outlook).
- **Other:** Must possess a valid Class G Driver's License.

KEY ATTRIBUTES & COMPETENCIES

The candidate possesses managerial courage, integrity, credibility, honesty, inspires and develops others while managing performance.

- **Leadership and ability to drive change.** The Director will need to have a willingness to lead and influence others. An ability to convince others in an honest, respectful and sensitive manner in order to get them to buy-in to organizational objectives.
- **Management competency to prioritize goals for multiple groups.** The ideal candidate is accountable, strategic, proactive, organized, priority/results focused and service oriented.
- **Teamwork that creates progress toward common goals.** With a focus on excellence, the Director fosters a teamwork environment, is analytical, logical, conceptual, and innovative with strong interpersonal capability.

APPLICATION INFORMATION

To explore this opportunity further, please email your resume (filename - "Last name, First name - CV"), with "Grimsby Power Director of Engineering and Operations" in the subject line, in confidence to Larry Sartor at larry@sartorandassociates.com and Mark Fukuzawa at mark@sartorandassociates.com.

It is Grimsby Powers' policy to comply with all applicable laws and regulations which prohibit unlawful discrimination because of race, religion, creed, colour, national origin, sex, sexual orientation, age, disability or marital status or any other protected class.

We thank all those that apply for the position, however, only those selected for an interview will be contacted. Thank you for your understanding.