

**Indigenous Professionals in Development (1 year FTT)**

**Positions Available: 6**

<b>Status:</b>	Full-time (37.5 hrs/wk) Temporary	<b>Job Location:</b>	Dunsmuir 13
		<b>Flexible Work Role:</b>	Hybrid
		<b>Region:</b>	Lower Mainland

Powered by water... and by people like you

Providing clean electricity to 4 million customers takes a diverse workforce and that's where you come in. We need your talent to help us build major projects to meet growing demand. To help our customers find clean energy solutions for their homes and businesses and to be ready to respond during storms and outages to keep our system reliable.

Working for BC Hydro is meaningful. And now, the stakes have been raised as we work towards a solution to climate change while safely providing clean, affordable electricity to our customers.

We offer a healthy work life balance, training opportunities and career progression. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers. Join us as we build an even cleaner B.C.

**JOB DESCRIPTION**

**Duties:**

Join us for an exciting 12 month professional program for Indigenous post-secondary graduates interested in exploring a career with BC Hydro. This program offers two or more rotations, across business groups within BC Hydro offices located in the Lower Mainland and/or regional offices around the province.

Rotations will be based on candidate's interest and skill as well as BC Hydro's business needs. Rotational areas could include Finance, Supply Chain, Information Technology, Planning, Customer Service, Human Resources, Project Delivery, Communications & Marketing, Environment, Indigenous Relations, Engineering or other groups. This program is aimed at providing valuable work experience, leadership development, and an opportunity to build relationships across the organization..

This program is exclusive to candidates who identify as Indigenous as per the Constitution Act, 1982, Section 35 (2) and are interested in professional career development and is a component of BC Hydro's Indigenous employment and training strategy.

**Job Duties:**

Will vary depending on the business group, but all rotations will require:

- \* Participation in the orientation and onboarding of BC Hydro's business practices, processes, and systems; and completion of required safety training to fulfill rotation requirements.
- \* Leads and supports program or project management tasks with direction from the host Manager.
- \* Identifies business requirements and leads or co-leads a phase of a business process improvement and facilitates or co-facilitates the knowledge transfer to a group of professionals.
- \* Completes project tasks and reviews with subject matter experts to ensure accuracy and quality.

- \* Develops and implements evaluation methods against stated objectives. Prepares reports to monitor progress and achievement of objectives to identify opportunities for improvements. Ensures reports are delivered to key stakeholders to meet corporate reporting needs.
- \* Writes and edits briefing materials, reports and presentations as required.
- \* Acts as liaison internally with business groups to successfully deliver the program or project.
- \* Shadows leadership functions including but not limited to, strategic planning, business planning, and people management. .

### **Qualifications:**

- \* University Undergraduate degree in Public Administration/Public Policy, Business or Finance Administration, Information Technology, Human Resources, Indigenous Studies, Communications & Marketing, Environment, Engineering, Science or related discipline.
- \* A minimum of 2 years related work experience including experience in supporting projects or program delivery in an organization.
- \* Declaration of Indigenous affiliation

Desired Knowledge, Skills and Abilities in this role are as follows:

- \* You have a minimum of a Class 7N/Class 5 Driver's Licence in good standing/or are in the process of obtaining it.
- \* Strong self-starter who demonstrates initiative and is resourceful.
- \* Interest in advancing understanding of BC energy sector.
- \* Understanding of project or program management (PMP an asset).
- \* Business analysis, research and reporting skills.
- \* Strong written ability; Proficiency with Microsoft Suite applications.
- \* Relationship management and collaborative skills.
- \* Ability to work both in a team and independently.
- \* Public / Oral communication skills; Problem solving.
- \* Adaptive to different working environments; and
- \* Demonstrate our values of safety, teamwork, accountability, integrity and service.

### **ADDITIONAL INFORMATION**

The position will be one year or more and, you will have the opportunity to bid on internal BC Hydro job postings. This role may involve occasional travel to support rotation requirements; any regional placements will be at the discretion of the program and business needs.

The Benefits: Besides being exposed to roles that offer an exciting, varied and challenging career, you will gain valuable insight into BC Hydro's business and create relationships across the organization. Each intern will be partnered with a Senior Manager as a mentor to support their internship experience, as well as a certified coach to support you in reaching your goals.

BC Hydro is a welcoming, equal opportunity employer, and invites applications from all qualified Indigenous candidates.

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 include everyone.
- We act with integrity and respect.
- We are forward thinking.

BC Hydro is an equal opportunity employer.

We include everyone. We welcome applications from anyone, including members of visible minorities, women, Indigenous peoples, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities.

We are also happy to provide reasonable accommodations throughout the selection process and while working at BC Hydro. If you require support applying online because you are a person with a disability, please contact us at [Recruitmenthelp@BCHydro.com](mailto:Recruitmenthelp@BCHydro.com) .

#### Flexible work model role definitions

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Our four role types identify the degree of flexibility an employee could have to work from home based on the type of work they do. The flexibility for an individual job is up to the manager for each position and the operational requirements. Employees also have the right to work full-time from the office if they prefer. All of our roles require at least some in-person time.

- IBEW/Field – No option to work from home
- Resident – Works primarily (4+ days per week) in the office.
- Hybrid – May be able to work from home up to 3 days per week.
- Remote – Works from home 4+ days per week

## HOW TO APPLY

Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays.

Click on the Apply button in order to complete the steps to apply for this job.

**Date Posted:** 2023-08-21

**Closing Date:** 2023-09-15