

Source: **BC Hydro**  
Job Title: **Graduate Technologist Trainee - Distribution Design**  
Job Location: **British Columbia, Canada**  
Annual Salary: **\$ 67,700.00**

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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**

The Distribution Design Graduate Technologist Trainee (GTT) program involves on-the-job training, coaching, and mentoring, and is designed to translate your knowledge into practical experience. The program includes orientation training in the Lower Mainland, annual GTT program conferences, and formal training courses. This is a four (4) year on-the-job training program where the successful candidate will be trained to become a Distribution Design Technologist who:

- Provides design delivery and cost estimation services for BC Hydro and customer driven Distribution projects and programs from project initiation to completion including project coordination and construction support, internal and external customer and other stakeholder management, and conducting field work.
- Performs extension, improvement, alteration, removal, and end of life design work for BC Hydro and customer driven Distribution projects and programs related to: single and three phase overhead, civil, and underground work including all types of primary and secondary services and associated revenue metering work (excluding underground feeder civil and electrical work).

### **Duties:**

Successful applicants will be expected to:

- Perform extension, improvement, alteration, removal, and end of life design work for BC Hydro and customer driven Distribution projects and programs related to: single and three phase overhead, civil, and underground work including all types of primary and secondary services and associated revenue metering work (excluding underground feeder civil and electrical work).
- Conduct field studies for a variety of distribution projects.
- Liaise with internal and external customers and stakeholders requiring or impacted by design services.
- Be responsible for the portfolio management and coordination of assigned design projects.
- Ensure designs meet appropriate regulatory and stakeholder requirements and construction standards. Engage with appropriate resources (such as Engineers or construction crews) to validate design constructability and the impact on future operation and maintenance, as required. Address and documents known safety risks prior to construction.

- Perform some or all the duties of lower-level Distribution Design jobs.

Through the four (4) year Distribution Design GTT Program, the successful applicant will progress from lower complexity and high volume projects to higher complexity and lower volume projects. The high volume, low complexity projects will develop customer communication and project management skills. During this program the successful applicant will develop advanced working knowledge of:

- BC Hydro Distribution Standards (overhead, underground, civil and revenue metering).
- Distribution Instructions (DIs), BC Hydro's Electric Tariff, and electrical code.
- Regulatory considerations and permitting (pipelines, navigable waters, railways, etc.).
- Environmental and Indigenous (including First Nations engagement requirements) considerations, impacts and regulations.
- The Joint Ownership and Use Agreement and the Ministry of Transportation and Infrastructure (MOTI) Protocol Agreement.
- When to engage with Engineering to meet professional practice regulations.
- Field safety requirements and specifications (Power Systems Safety Protection (PSSP), Safety Practice Regulations (SPRs), etc.) including the usage of appropriate Personal Protective Equipment (PPE), etc.
- Design and work issuing processes and systems, drafting, Geographic Information System (GIS) and design engineering software.
- Drafting fundamentals and surveying, including associated tools, and the ability to read legal, construction and architectural plans.
- Project management techniques.
- Transmission Engineering engagement requirements when working on or around existing or proposed transmission assets.
- Property rights and the process for negotiating and establishing statutory rights-of-way for distribution assets.
- BC Hydro's procurement processes.
- BC Hydro rate schedules and customer billing processes.

#### **Qualifications:**

- Technologist Diploma or Degree in Electrical Engineering Technology (or an equivalent electrical discipline) from a recognized Canadian Educational Institute; OR
- International Electrical or Canadian Non-Electrical Diploma or Degree with an electrical Technologist accreditation through a provincial regulatory or governing body such as Applied Science Technologist (AScT.) through ASTTBC or Certified Engineering Technologist (C.E.T). Must qualify for membership in the Applied Science Technologists and Technicians of British Columbia (ASTTBC) as an Electrical Technologist.
- Must hold valid Driver's License (Regular, full license [BC Class 5]).
- Must be eligible and able to work in Canada.
- Good written and oral communication skills.
- Good ability to use Microsoft Office applications (such as Outlook, Word, SharePoint and Excel).
- Good organizational skills.
- Good customer service skills with the ability to support customers' needs and requests.

#### **ADDITIONAL INFORMATION**

- A comprehensive benefits package

- A minimum of 15 paid vacation days
- A lifetime pension
- Flexible work model, depending on your role type
- Training and development courses

The starting salary for this position is currently \$67,670 annually. The four year program includes annual salary increases, and upon successful completion the approximate salary will be \$86,907 annually, not including any overtime.

For more information on the benefits we offer, visit [bchydro.com/benefits](http://bchydro.com/benefits).

#### What else you should know

This position is affiliated with the Movement of United Professionals union (MoveUP/COPE).  
<http://moveuptogether.ca>

#### Future

You will be exposed to challenging assignments and be trained to the highest standards. These experiences will lead you into a Distribution Design Technologist position at the end of your training period.

#### Location

Please note the hiring locations of these positions will be in one of these Distribution Design headquarters: Victoria, Squamish, or Coquitlam.

#### Working Conditions:

- Approximately 25% of the work is performed outside of the office with occasional overnight travel.
- Frequently works at construction sites.
- Regularly works at remote work locations including walking over rough terrain.
- Occasional exposure to wild animals, dogs, and other job site hazards during field work.
- Occasional exposure to irate customers.
- Occasional requirement to carry tools (such as stakes and hammers) and survey equipment of light weight.
- Regular exposure to all types of weather conditions when driving to job sites and during field work.
- May be required to travel in light aircraft and helicopters, boats or all -terrain vehicles.
- May be required to remotely support design work throughout the province.

#### Relocations/Rotations

The current program model supports Design GTTs remaining in one location until they secure an end position. However, in extenuating circumstances, Design GTTs may be required to relocate or complete shorter term rotations during their training program to satisfy training and/or business needs. Relocations/rotations can be in any part of the province where BC Hydro has distribution systems. We greatly value the adaptability and willingness of our candidates to relocate/rotate, recognizing that mobility is a key factor in developing a versatile and resilient workforce.

#### Benefits

Besides having an exciting, varied and challenging career, you are paid while you learn and receive an excellent pay and benefit package. You are also eligible for three weeks of vacation, the equivalent of 17 additional days off, medical and dental plans, pension plan, Group RRSP and others.

#### Orientation Training

There will be a firm start date for this position in early June 2024 with an approximately 1-2 weeks Orientation at the Trades Training Centre (TTC) in Surrey.

- Please note that this position will be posted concurrently, internally and externally.
- As part of the selection process, applicants may be required to take a written test during the interview.
- A condition of employment for this job is that you maintain your Driver's License: Class 5 in Good Standing.

**ONLY COMPLETE APPLICATIONS CAN BE CONSIDERED. THIS INCLUDES: RESUME, COVER LETTER, ACADEMIC TRANSCRIPTS, DRIVER'S ABSTRACT. INCOMPLETE AND LATE APPLICATIONS CANNOT BE PROCESSED.**

There will be up to 4 positions available.

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.

Location: British Columbia, Canada

### **How to Apply**

Interested candidates should submit their applications online at [https://app.bchydro.com/careers/current\\_opp.html](https://app.bchydro.com/careers/current_opp.html) by **April 11, 2024**.

[Click here](#) to access the job posting or visit the [BC Hydro "Current Opportunities" Careers page](#) to view and apply for jobs.

**You must use a supported browser, such as Firefox, Internet Explorer, Google Chrome or Safari. Your pop up blocker will also need to be disabled for the BC Hydro Careers site.**

On the BC Hydro Careers site, click on the Apply button in order to complete the steps to apply for this job. Please be sure to update your Candidate Profile with your current resume and include copies of your certifications, if applicable.

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