

Source: BC Hydro

Job Title: Senior Field Manager (Thermal Plant) - Campbell River

Job Location: Campbell River, British Columbia, Canada

Annual Salary: \$ 131,100.00 - 165,800.00

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:

- We are seeking an experienced Thermal Plant Manager with the ability to oversee all Operations and Maintenance activities while coordinating key functions such as risk management, health and safety, environmental, NERC reliability compliance, finance, human resources, and stakeholder relations. With a background in power engineering, you will be able to provide critical leadership to a plant of approximately 14 staff. As part of the Vancouver Island, Thermal, and Non-Integrated Region within Stations Field Operations, this position will be based out of the Island Generation facility, located on northern Vancouver Island. The position is headquartered in Campbell River, a beautiful community with small-city amenities and exceptional access to outdoor recreation.
- Ensure the plant is operated in compliance with applicable laws and regulations for safety, environment, and power system reliability.
- Deliver on overall business objectives for the facility, including budgetary, operational, and safety performance.
- Be responsible for efficient plant operations, risk management, staffing and contracting strategies.
- Develop/implement programs related to safety, operations, maintenance, administration, chemistry and environment to ensure the efficient and reliable operation of the plant in accordance with company policy and procedures.
- Ensure the facility is prepared for emergent situations and act in the role of Emergency Operations Centre Director/ Incident Commander if required.

- Oversee incident management at the site, including investigations and root cause analysis as required.
- Develop and provide input to the facility's operating and maintenance budget as well as capital improvement programs.
- Approve the implementation of facility level work, processes, and systems, and ensure proper checks and balances are in place.
- Manage effective business relationships with suppliers and contractors providing services and materials to support completion of work.
- Promote employee engagement while overseeing administration of the governing Collective Agreement.
- Ensure an inclusive, harassment free and safety-first working environment amongst all staff by developing and leading the implementation of a rigorous safety plan for their team.
- Develop, coach, and mentor managers and crew to support performance improvements and change leadership in all areas of the business.
- Participate in determining overall business direction and provide input to managerial and operational decision making to meet company objectives.

Qualifications:

- First Class Power Engineering Certification preferred; minimum of BC or Interprovincial 2nd Class Power Engineer Certificate and actively working on achievement of 1st Class Power Engineering Certificate may be considered.
- Minimum 10 years of experience performing operations and maintenance activities for a large industrial organization with at least 7 years managing a gas turbine plant.
- Solid understanding of combined cycle power generation maintenance, operations, and governing regulations.
- Strong leadership skills and ability to foster safety and teamwork.
- Strong financial experience including facility cost control, variance analysis and reporting.
- A track record of driving for results and continuously improving business processes/systems.
- Proven ability to implement sustainable changes to add value to the business.
- Experience with safety, environmental, and reliability compliance requirements.
- Ability to work efficiently with a variety of computer systems hardware and software.
- Experience with collective bargaining would be an asset.

WHAT WE OFFER

- 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 For more information on the benefits we offer, visit bchydro.com/benefits.

ADDITIONAL INFORMATION

- This position is headquartered in Campbell River, BC, but travel to other locations may be required periodically.
- The work environment is heavy industrial indoors and outdoors, where PPE is required to be worn.
- A condition of employment for this job is that you maintain your Drivers' License: Class 5
- 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.
- Applicants are advised that some portion of the successful candidate's employment is expected to be seconded to BC Hydro's subsidiary, 1597798 B.C. Ltd., the General Partner of the limited partnership that will operate the IG Facility. The terms of the secondment will not change the material terms of employment with BC Hydro.

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by **October 23, 2026**.

[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

Flexible work model role definitions

- **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