



# BC Hydro's Engineers-In-Training Program

[bchydro.com/careers](https://bchydro.com/careers)

 **BC Hydro**  
Power smart





## Today's talent, tomorrow's leaders

At BC Hydro, we're committed to providing customers with reliable, affordable and clean electricity throughout B.C., safely. We do this by being safe, being here for our customers, working together as one team, acting with integrity, respecting our province and being forward-thinking.

We firmly believe that people are the backbone of our company. We 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 three times 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 strong communicators, adaptable, safety-conscious, eager to learn, responsible and able to work in various offices across the province.

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](https://bchydro.com/careers) today.



## 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. You will be exposed to a wide range of projects that will ultimately add value to the end job and your career path within Engineering.

You will be able to provide input into your rotation plan under the direction of your hiring manager. Rotations occur in various offices across British Columbia, so you may have to relocate for 5–6 months each year for two consecutive years to complete your rotations.



## Training

Training and development opportunities are a strong focus of the EIT program.

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 and provide them with comprehensive technical and professional training opportunities.



# There are many business groups and departments where EITs can rotate to at BC Hydro.

Below are some examples of projects that EITs at BC Hydro have worked on in the past.

## IN GENERATION, TRANSMISSION AND DISTRIBUTION ENGINEERING:

- Design
- Maintenance Support
- Protection & Control
- Telecommunications
- Stations Layout
- Surveillance
- Structural
- Hydro and Geo-technical Foundations
- Project Management
- Construction Management
- Contracts and equipment
- Estimating and Scheduling
- Quality Assurance

## IN GENERATION OPERATIONS:

- 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

## IN FIELD OPERATIONS:

- Planning and Scheduling
- Equipment inspection and troubleshooting
- Detailed condition assessment of underground equipment
- Power Systems Analysis—load flow, short circuit, loss evaluation
- Power Quality Investigation
- System Performance Analysis
- Reliability and contingency studies
- Economic Analysis
- Develop distribution automation alternatives
- Evaluation of new technology
- Project Support
- System Data Management
- Spatial Asset Management System
- Conditional Assessment techniques
- Failure Analysis/Root Cause Analysis
- Statistical Analysis
- Reliability Centred Maintenance
- Risk Analysis

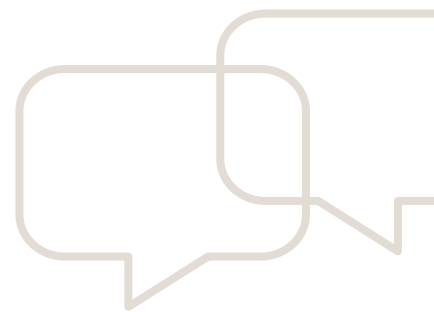






## Networking

Our EITs, although spread across the province, are part of a network that shares, learns, and grows together. You will have the opportunity to network with senior engineers and obtain technical and career advice, support and coaching. You will also be able to establish strong peer networks by participating in social and teambuilding events with other EITs and EIT alumni.



## 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.



Chris O'Riley, current BC Hydro President, 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 a risk manager. In 2005, he returned to Generation, where he found his risk management experience transferred very easily to a different environment. He then moved to Capital Infrastructure Project Delivery where he oversaw more than 300 capital projects, including the Site C Clean Energy Project and John Hart Generating Station Replacement Project. He spent two years in the role of Deputy Chief Executive Officer before taking on the role of President in July 2017. His 27 year Hydro career journey shows how many diverse opportunities there are in this company for EITs.

# 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 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.

## 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)
- Must demonstrate BC Hydro values of safety, customer-orientation, teamwork, integrity, respect for our province and forward-thinking

Our EIT recruitment cycle begins in September/October for positions that are scheduled to start the following year, most likely in June. The recruitment process consists of several steps including phone screen and in-person/skype interviews.

If you share our values and are ready to join a great team, we would like to hear from you! Apply today at [bchydro.com/careers](https://bchydro.com/careers).



Ruskin Dam