Manitoba Hydro
energy for life

EMPLOYMENT OPPORTUNITY

Closing Date: 2026/09/04

Engineering Procurement and Construction Contracts - Section Head

Dugald, MB

Manitoba Hydro is consistently recognized as one of Manitoba's Top Employers! We are a leader among energy companies in North America, recognized for providing highly reliable service and exceptional customer satisfaction. Join our team of Manitoba's best as we continue to build a company that champions safety, supports innovation, and delivers on our commitment to customer service - while actively fostering a diverse, equitable, and inclusive workplace reflective of the communities we serve.

Great Benefits

- Competitive salary and comprehensive benefits package.
- Defined-benefit pension plan for long-term financial security.
- Compressed-week work cycle, typically resulting in 4-day work week to support a balanced approach to work, family life and community.

Position Overview:

Reporting to the Construction Strategy & Contracts Section Head, you are responsible to lead and provide senior technical expertise, construction management oversight, and strategic direction to a team of multi disciplined staff in the planning, design, scheduling, estimating, contract preparation, project controls, contract administration, and construction management for complex Engineering, Procurement, and Construction (EPC) projects from inception to closeout. Projects may be small to large size and require coordination with internal project teams, engineering groups, operating areas, consultants, contractors, manufacturers, suppliers, and other external resources.

In addition, the position advances and supports construction strategy and broader departmental, divisional, business unit initiatives. This includes establishing and improving construction management practices, governance approaches, contract strategies, lessons learned processes, business improvements, and strategic priorities that strengthen project delivery, safety performance, and alignment with corporate objectives.

Responsibilities:

- Provide expertise in the field of Contract and Construction Management. Lead the ongoing implementation and continuous improvement of construction management and project delivery processes to support the Construction Division's mandate for the safe, timely, customer-centric, and cost-effective construction and construction management of projects.
- Administer and direct the EPC Contracts group, including staffing, budgeting, performance management, development planning, and supervision. Establish team priorities, assign work, allocate resources, and provide leadership, coaching, and mentoring to ensure the section has the technical and business competencies required to meet project, departmental, divisional, and corporate objectives.
- Provide expert input for establishing EPC contract requirements for small, medium, and large projects which have strategic importance to the corporation. Projects require exposure in Architectural, Civil, Mechanical, and Electrical disciplines.
- Lead and provide senior oversight for construction related contract requirements, specifications, technical and commercial input, evaluation, recommendations, purchase order requirements, change management, claims support, contractor performance, and contract close out.
- Supervise the analysis and review of contract and claims, preparation of settlement recommendations, and participation in claim resolution.
- Provide construction strategy and senior construction management input, analysis, and coordination on departmental, divisional, and business unit initiatives involving Construction Division, and lead assigned initiatives on behalf of Construction Division.
- Influence, align, and maintain collaborative relationships with senior internal customers, project teams, engineering groups, Supply Chain Management, Law, Construction Division stakeholders, contractors, consultants, suppliers, and other stakeholders to support long-term requirements, resolve complex construction and contract issues, and advance strategic construction outcomes.
- Manage, direct, and coordinate design and engineering activities and assignments with Engineering Consultants.
- Monitor project participants' accountability for initiating and adhering to the technical scope of work, project schedule,

approved budget, contract requirements, and project controls requirements.
- Establish and promote safe, environmentally responsible, and reliable construction practices through compliance with Manitoba Hydro policies, corporate safety and environmental requirements, applicable legislation, contract requirements, and construction management procedures.
- Lead collaboration with Indigenous Services Canada, First Nation communities, and Joint Ventures on EPC projects, including engagement, discussions, and negotiations related to project execution requirements.
- Drive the development and continuous improvement of contract administration, project controls, governance, and lessons learned processes to enhance section performance and project delivery outcomes.

Qualifications:

- Graduate in an Engineering discipline from a University of recognized standing and one additional year of training, with a minimum of seven years related experience, of which five years' experience must have been in contract administration, construction management, project execution, plus one year additional training directly related to the position;
  OR
- Graduate in an Engineering discipline from a University of recognized standing, with a minimum of nine years related experience, of which five years' experience must have been in contract administration, construction management, project execution.
- Must have a proven supervisory experience.
- Professional member in good standing with Engineers Geoscientists Manitoba (or willingness and ability to attain within a specified amount of time).
- Working knowledge of EPC construction projects (Architectural, Civil, Mechanical, and Electrical) as it relates to design, construction, and commissioning activities. Familiarity with fundamentals of all related engineering disciplines is considered an asset.
- Strong organizational, leadership, supervisory, and decision making abilities.
- Demonstrated experience supervising technical staff, including assigning work, setting priorities, coaching and mentoring employees, conducting performance reviews, supporting personal development plans, and participating in recruitment or selection processes.
- Demonstrated experience with construction contracts, technical specifications, procurement support, change management, claims support, contractor performance, and construction issue resolution.
- Working knowledge of HVDC, transmission, and generating station, or other major electrical utility infrastructure and related construction activities would be considered an asset.
- Demonstrated ability to apply engineering principles and sound judgement to complex, non-routine technical, construction, contract, safety, environmental, and reliability issues.
- Demonstrated ability to lead construction strategy, governance improvements, business process improvements, lessons learned, and broader departmental, divisional, or business unit initiatives.
- Thorough knowledge of corporate policies, procedures, and regulations, including corporate safety and environmental requirements and applicable workplace safety and health legislation.
- Demonstrated high degree of initiative and ability to develop and maintain effective working relationships with internal customers, project teams, contractors, consultants, suppliers, and other stakeholders.
- Good computer skills, including experience with scheduling software, collaborative file sharing software, Microsoft Office applications, and SAP or equivalent systems used to support budgets, contracts, or project controls.
- Possess and maintain a valid Province of Manitoba Driver's Licence.

Salary Range

Starting salary will be commensurate with qualifications and experience. The range for the classification is $57.62-$78.94 Hourly, $110,417.06-$151,272.42 Annually.

Apply Now!

Ready to join a team that energizes Manitoba and puts safety, innovation, and inclusion at the heart of everything we do? Visit www.hydro.mb.ca/careers to learn more about this position and to apply online.

Application deadline: SEPTEMBER 4, 2026.

We appreciate your interest in Manitoba Hydro and thank all applicants. Only those selected for the next stage of the selection process will be contacted.

If you require accommodations during the recruitment process or need this posting in an accessible format, please let us know - we're committed to a barrier-free experience for all candidates.