

Source: BC Hydro
Job Title: CIP Specialist (PM2)
Job Number: BCH-R-9868-210423E1
Job Location: Burnaby, British Columbia, Canada

We're BC Hydro and we have a big job to do.

Keeping the lights on for over 4 million people across the province takes a lot of talented people doing many different jobs. From working deep in a generating station, atop a power pole, or behind a desk, whatever it is that makes you tick we offer challenging careers to help you reach your potential.

We're investing more than \$2 billion per year in major capital infrastructure projects to help meet the growing demand for safe, reliable power. We're upgrading transmission lines, building new substations, and investing in our hydroelectric generation facilities. We aim to provide meaningful and challenging work, opportunities for growth and a healthy work/life balance. We've been recognized for excellence and been named one of B.C.'s Top Employers and one of Canada's Best Diversity Employers for four years in a row.

It's our vision is to be the most trusted, innovative utility company in North America by being smart about power in all we do.

JOB DESCRIPTION

Duties:

- One of BC Hydro's key business priorities is to take steps to ensure compliance with the North American Electric Reliability Corporation (NERC) Mandatory Reliability Standards (MRS). MRS have been adopted by the BC Utilities Commission to achieve, sustain and demonstrate compliance with its obligations to support the reliability of the bulk electric system. The approximately 120 adopted Standards cover topics such as real-time operations, long term transmission system planning, protection system maintenance programs and critical infrastructure protection.
- BC Hydro is continuing to strengthen its capacity to build, implement and sustain a robust internal compliance program that significantly impacts many areas of the company and has established new roles spanning multiple business areas to support this effort.
- This role is in the Reliability Compliance Department which provides oversight for MRS compliance across BC Hydro. Oversight includes strengthening a culture of compliance, minimizing the occurrence of violations and ensuring BC Hydro meets its legal obligations. This role provides CIP expertise, follows industry developments and conducts benchmarking with other utilities on compliance best practices, supports the organization with implementing CIP practices, performs assurance activities and reports the outcomes to management, set requirements on incident reporting/investigation frameworks, cause analysis, and evidence collection, mitigation planning and continuous improvements, and supports regulatory processes as required.
- Specific responsibilities include:
- Manage and provide support to internal stakeholders for the successful implementation and sustainment of compliance with MRS

- Maintain expertise and knowledge with MRS broadly and CIP specifically, by building strong
- relations with WECC, other utilities, and other interest groups
- Manage all BC Hydro communications with WECC on CIP compliance matters
- Identify potential upcoming changes to standards and coordinate BC Hydro involvement in potential changes (drafting, commenting, voting)
- Prepare BC Hydro's final Assessment Report filings of new/revised standards by reviewing and incorporating assessments from all BCUC MRS Program registered entities
- Identify CIP Program improvements including governance, compliance monitoring processes/procedures and assisting with implementation plans
- Support the business with assessing risks and implementing internal controls related to CIP and lead compliance assurance activities regarding business groups compliance status
- Utilize technical knowledge along with controls experience to review the quality and adequacy of compliance narratives and evidence, and strength and quality of internal controls. Identify opportunities to improve practices and tools
- Provide coaching, guidance, and education to the CIP Program Office and business units as a CIP technical expert on the interpretation of standards, WECC's audit approach, including developing training materials, regular communications and governance direction
- Provide guidance on non-compliance investigations, make non-compliance determinations, prepare and file self-reports to WECC, and assist with developing mitigation plans
- Review and assess the adequacy of developed CIP mitigation plans and associated completion packages for filing with WECC. Develop and provide tracking information on a timely basis to decision-makers. Perform trend analysis to support or challenge reporting
- Support and provide direction for other MRS Program accountabilities including annual BCUC Assessment Reports for MRS adoption, Canada Energy Regulator reporting, On Site Audits, etc.

Qualifications:

- University degree or experience in relevant discipline or equivalent combination of education and experience.
- Ability to obtain security clearance for a Security Sensitive Position classification
- A minimum of 10 years of relevant security (cyber and/or physical) and/or reliability compliance/audit experience in the electric utility industry
- Registered Professional Engineer or security relevant certifications (e.g. CISSP, CISA, CISM, NCSF, PSP) is an asset
- Experience in Industrial Control Systems (ICS) including SCADA and other Operational Technology (OT) used in the Energy sector would be considered an asset
- Demonstrated and proven experience, ability and knowledge in the following:
 - NERC/MRS Programs in both the US and Canada;
 - security governance, audit, risk and controls (including experience with designing, evaluating
- and implementing controls based on common security frameworks, such as NERC CIP, COSO, COBIT, ISO, NIST);

- leading investigations, with ability to analyze and process a high volume of detailed information with accuracy.
- Excellent written and verbal communications skills
- Excellent relationship management, collaboration and interpersonal skills
- Effective presentation skills, including the ability to convey complex technical issues to diverse audiences
- This role requires a combination of demonstrated deep technical security and security management expertise
- Strong leadership skills and ability to influence cross-functional teams
- Must be able to travel to the United States.

ADDITIONAL INFORMATION

Please attach a Cover Letter outlining your interest in this position as part of your application.

* Candidates with lesser qualifications may be considered for a P3 role.

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by **May 07, 2021**.

[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 act with integrity.

We respect our province.

We are forward thinking.

BC Hydro is an equal opportunity employer.