



EMPLOYMENT OPPORTUNITY

Closing Date: 2025/12/12

RCM Program Engineer Winnipeg, 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.
- Nine-day work cycle, typically resulting in every other Monday off to support a balanced approach to work, family life and community.
- Flex-time and partially remote work schedule (providing the option to work remotely 3 days per 2-week period), depending on nature of work, operational requirements and work location.

Position Overview:

We are seeking an RCM Program Engineer to join our Asset Lifecycle Department. Under the general direction of the Rotating Asset Team Lead and supported by the Asset Lifecycle Delivery (ALD) Section Head, the RCM Program Engineer is responsible for coordinating strategic initiatives and programs within the ALD section that will further mature lifecycle strategies, improve maintenance performance and drive continuous improvement with program delivery.

Responsibilities:

- Lead the planning and execution of key ALD Programs, such as the Enterprise Maintenance Program Review (EMPR) program & support the Civil Asset Program (CAP) and HVDC Sustainment program activities with input on strategic direction and general support to the project teams to ensure successful delivery within time, budget, and scope.
- Maintain accountability for initiating and adhering to schedules and approved budgets. Monitor project participants' accountability for initiating and/or adhering to the technical scope of the work, the project schedule, and the approved budget and reports to management.
- Lead project schedule meetings and guide participants in the development of milestones and schedules.
- Responsible for the continuing improvement of existing programs by highlighting current process gaps and develop plans to address these gaps using evidence-based analysis and decisions making.
- Perform failure modes and effects analysis (FMEA), and root cause analysis (RCA), as well as identify and report on potential failures for identified assets of concern.
- Perform detailed reliability analysis and asset health assessments of identified assets to develop optimal asset strategies.
- Ensure Asset Management decisions are quantitative, and evidence-based by creating and maintaining processes and systems for asset centric data collection. Provide expertise in the development of data inventory processes performed by internal and external resources.
- Develop reports for evaluating the repair, refurbish or replace decisions taking into consideration cost, performance, and risk. Evaluate maintenance tasks versus capital investment based on lifecycle value optimization.
- Build and maintain relationships with operations, maintenance, project management, resource planning, and other groups outside of ALD for the purposes of information sharing and team alignment.
- Work closely with all Asset Management Section Heads and key stakeholder to advance strategic priorities and promote a team culture.

Qualifications:

- Graduate in Engineering from a university of recognized standing with a minimum of seven years of related experience having obtained four years of this experience in the field of design, construction, maintenance, reliability engineering, project management and/or asset management.

- Professional member in good standing with Engineers Geoscientists Manitoba (or willingness and ability to attain within a specified amount of time).
- Must have a proven ability to co-ordinate the activities of others providing engineering services or maintenance services as required. Must be able to work effectively at various levels in the organization and externally including consultants, contractors and suppliers.
- Must have good inter-disciplinary organizational skills, ability to train others, make presentations and delegate authority. Must have a demonstrated ability to analyze and prepare engineering reports, and to develop processes.
- Thorough knowledge of corporate policies, procedures, and regulations, including Corporate Safety & Environmental policies and the Manitoba Workplace Safety and Health Act and associated regulations.
- Possessing practical experience and working knowledge of systems such as EAM, RMS, SAP, or other platforms, for use related to maintenance planning and asset management would be an asset.
- Experience related to projects associated with significant equipment upgrades or unit overhauls would be an asset.
- Good computer skills, including experience with scheduling software, Microsoft SharePoint and the Microsoft Office suite of software.
- Courses in leadership and/or PMP designation and/or training will be considered an asset.
- Must have completed Standards of Conduct training or be willing to complete within two weeks of start date.
- May be required to visit various asset locations across the province.
- 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 \$51.34-\$70.34 Hourly, \$98,380.88-\$134,784.78 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: DECEMBER 12, 2025.

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.