Source: BC Hydro

Job Title: Manager, Environment Permitting & Regulation

Job Location: Burnaby, 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:

- Perform a senior leadership role within the Environment team and may from time to time provide mentorship, advice, and guidance to help develop other team members.
- Provide direct leadership and management of a team responsible for oversight of permitting, regulatory approvals, and compliance activities for capital projects and operations as required.
- Provide mentorship, and performance oversight to regulatory staff, including resource planning, prioritization, and professional development.
- Lead engagement with regulators, including but not limited to Provincial regulators, BC Energy Regulator, BC Parks, and Ministry of Transportation and Transit on complex regulatory matters.
- Lead regulatory and permitting strategies that support project and operational objectives, schedules, corporate requirements, and Indigenous consultation obligations.
- Accountable for the consistent interpretation of regulatory requirements and leading interaction with regulators This includes interpreting legislative requirements and leading an effective path forward through uncertainties.
- Accountable for obtaining regulatory approvals and supporting compliance with permit conditions and regulatory commitments.

- Identify, assess, and mitigate permitting, regulatory, schedule, and compliance risks; lead resolution of complex issues and escalate significant matters to senior leadership as required.
- Oversee the development, quality, and execution of permit applications, regulatory submissions, compliance processes, and supporting technical documentation.
- Foster integration across project teams, including consultants, to ensure coordinated regulatory planning, approvals, and compliance management.
- Monitor emerging regulatory developments and provide strategic recommendations to address changing requirements and business impacts.
- Prepare and deliver regulatory risk assessments and briefing materials to senior management and executive leadership.

Qualifications:

- A bachelor's degree or diploma in environmental studies, natural resources, community or land use planning, occupational health and safety, business administration, or a related discipline.
- A minimum of 8 years of experience leading projects or teams focused on information governance, preferably within the utility sector.
- Eligibility for professional designation would be an asset (e.g., R.P.Bio., RPF, MCIP, PMP).
- Strong technical writing capabilities, with demonstrated experience developing and implementing organizational or Key Business Unit level documentation.
- Strong knowledge of document management, governance structures, and organizational change management.
- Proven ability to lead stakeholder engagement activities and build alignment across operational leaders, subject matter experts, and various business groups.
- Strong experience engaging with Indigenous Nations on regulatory issues, including permitting and environmental approval processes and requirements
- Strong experience leading complex initiatives from conception through implementation, and then into sustainment. This includes ensuring organizational adoption.
- Ability to develop and execute a business plan, budget and resourcing strategy for a related program.
- Excellent facilitation, communication, influencing, and relationship management skills, with the ability to manage competing priorities and drive outcomes.
- Excellent training development and delivery capabilities.
- Must hold a valid BC Driver’s License.

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 is a Full-Time Permanent (FTR) M2 opportunity with the team, based out of our Edmonds office in Burnaby, BC.
- A condition of employment for this job is that you maintain your Class 5 Driver's License in good standing.
- As part of the selection process, applicants may be required to take a written test/assessment or do a presentation. Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays.

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by **November 4, 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