

Source: BC Hydro

Job Title: Resource Planning Specialist - FTR - Edmonds

Job Location: Burnaby, British Columbia, Canada V3N 4X8

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:

- Consults with First Nations as required on Operations and Planning & Licensing activities and builds relationships with First Nations while fostering a better understanding of these activities.
- Project manages high risk and complex water license or coordination agreement projects with cross-functional and cross-organizational scope.
- Act as a team lead managing resources (financial, technical, people) and provide downward mentoring and development within Planning & Licensing.
- Provides guidance on scope and policy for implementation of operational commitments under the Water Use Plan, Water Use Plan Order Reviews, new provincial legislation and regulations as it relates to BC Hydro's water licences.
- Engages in negotiations and manages Water Use Agreements with third party users such as municipalities, First Nations or private industry and supports administration of other coordination agreements.
- Prepares business case justification from various perspectives including social, technical, economic, environmental and regulatory.
- Identifies and communicates with internal and external stakeholders that are potentially impacted as a result of Operations and Planning & Licensing decisions and activities.

- Identifies and characterizes significant regulatory, social and economic risks to Operations and Planning & Licensing activities and develops rational and progressive mid to long term strategies, policies, procedures and/or standards to reduce exposure to the significant risk.
- Engages in negotiations with internal/external clients and manages key relationships.
- Responds to highly complex, confidential, sensitive inquiries.
- Provide Planning & Licensing regulatory and social issues guidance, leadership and vision around Triple Bottom Line decisions.
- Develops and leads social and regulatory initiatives and programs which enhance the long term value of generation assets.

Qualifications:

- University degree in a relevant discipline (Resource Management, Engineering, Law, Science, Economics, Political Science). An equivalent combination of education and experience may be considered.
- Eight to ten years relevant experience with the Water Sustainability Act or other regulatory experience, hydroelectric
- system operations and impacts, and environmental assessments.
- Exceptional interpersonal, oral and written communication and presentation skills are essential.
- Well-developed facilitation and negotiation skills.
- Experience in leading stakeholder engagement processes and First Nations Consultation.
- Project Management experience and proven ability to facilitate complex and contentious discussions with multiple stakeholders.
- Demonstrated ability to effectively interface with other lines of business within BC Hydro and external First Nations/ stakeholders/regulators.
- Experience in developing and implementing business processes and knowledge around due diligence requirements.
- Ability to work independently with little guidance and as part of a team as the team lead.
- Proven leadership ability.
- Well-developed planning, organizational, analytical and problem-solving skills.
- Technical knowledge in generation, environmental assessments and reservoir operation.
- Computer skills include analytical models, databases, and spreadsheet software.
- Must hold a valid class five (5) driver's licence.

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

- A condition of employment for this job is that you maintain your Driver's License: Class 5 in good standing. Before you apply, please confirm you meet BC Hydro's time in role requirement. M&P employees must meet the time in role requirements specified in the updated M&P TIR policy. For MoveUP and IBEW employees, the current time in role as outlined in the Collective Agreements will apply. 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. Location: Burnaby, British Columbia, Canada V3N 4X8 Date Posted: 2026-05-29 Closing Date: 2026-06-12 52436215 For internal use

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by June 12, 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