

Source: **BC Hydro**
Job Title: **Manager, Transmission Vegetation**
Job Location: **Burnaby, British Columbia, Canada, V7H1H6**
Annual Salary: **\$131,100 to \$165,800**

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:

The Manager, Transmission Vegetation leads and executes a province wide program of transmission vegetation and pest management maintenance on BC Hydro–managed assets, including roadside and off road electrical facilities. The role is accountable for planning, developing, and delivering the annual work program in collaboration with delivery partners, balancing risk, cost, system reliability, customer impact, and environmental considerations. The position represents the program with landowners, local communities, municipalities, First Nations, regulators, other utilities, and the public to support successful and sustainable program implementation.

Reporting to the T&D Portfolio Manager, Vegetation and Access, ensures transmission vegetation maintenance activities meet BC Hydro's reliability, regulatory, customer, First Nations, and organizational commitments.

As a member of the Vegetation Management Leadership team, the successful candidate:

- Contributes to strategic direction and managerial and operational decision making.
- Provides strategic direction, leadership, and mentorship to a multidisciplinary team of M&P and MoveUP employees.
- Works with Asset Management to assess requirements and priorities and develop the annual transmission vegetation maintenance program across the province.
- Acts as a positive role model by fostering collaboration, engagement, and a safe, inclusive, and respectful workplace.
- Promotes diversity, inclusion, and psychological safety across the team.
- Provides field leadership through site visits with staff and contractors; addresses safety, quality, and operational issues; and removes barriers to safe and effective work delivery.
- Implements performance management strategies to improve contractor performance where required.
- Participates in safety evaluations, investigations, and continuous improvement initiatives.

- Supports procurement strategy development, contracting plans, and the evaluation of proposal submissions and ongoing vendor performance.
- Accountable for operational performance, including tracking progress against monthly metrics, annual business plans, budgets, and workforce development strategies.
- Acts as product owner for GIS and work management systems, providing strategic guidance on system development and continuous improvement.
- Leads the adoption of innovative practices and emerging tools and technologies to improve program efficiency and effectiveness.
- Invests in relationships with internal delivery partners (e.g., Integrated Planning, Properties, Legal, Project Delivery, Safety, Indigenous Relations, and Environment) to ensure coordinated planning and execution.
- Facilitates issue resolution with landowners, regulators, municipalities, First Nations, and special interest groups, seeking advice from internal partners as required.
- Supports regulatory compliance through participation in filings, audits, and ongoing engagement with regulatory bodies.
- Provides expert advice on transmission vegetation management and represents the program in discussions with customers, regulators, other utilities, First Nations, and in public engagement forums.
- Participates on technical committees to develop vegetation and pest management standards, policies, and practices.
- Develops and oversees Corrective Action Plans to address audit findings, compliance issues, and program improvement opportunities.

Qualifications:

- A Bachelor's degree in a relevant discipline (e.g., science, forestry, resource management, business), or an equivalent combination of education, training, and experience.
- A minimum of eight (8) years of progressive experience in utility, vegetation management, forestry, pest management, or environmental protection programs.
- Demonstrated excellence in people leadership, with the ability to foster engagement, collaboration, and an inclusive, safe work environment.
- Strong technical expertise in utility vegetation management, utility arboriculture, or a related field.
- Registration, or eligibility for registration, in British Columbia as a Professional Biologist or Professional Forester is considered a strong asset.
- A Project Management Professional (PMP) designation and/or an MBA is an asset.
- Proven ability to plan and deliver large-scale, multi-project work programs, balancing safety, reliability, cost, and risk.
- Demonstrated ability to build and maintain effective relationships with internal partners and external service providers.
- Experience driving continuous improvement and applying sound judgment in complex operational environments.

ADDITIONAL INFORMATION

- This is for 1 full-time regular (FTR) permanent M&P Group 45 opportunity, headquartered in Burnaby, BC.
- While our preferred headquartered location is Burnaby, we would also consider Vernon, Nanaimo, or Prince George, depending on operational needs and subject to space availability which can be discussed further in the process.

- Shortlisted applicants will be required to complete an online leadership assessment as part of the interview process.
- A condition of employment in this role will be to maintain your Class 5 Drivers License in good standing.
- Please be advised that this role has been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment. 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: Edmonds, British Columbia, Canada, V3N 4X8.

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opportunity.html by **April 24th, 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

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Our four role types identify the degree of flexibility an employee could have to work from home based on the type of work they do. The flexibility for an individual job is up to the manager for each position and the operational

requirements. Employees also have the right to work full-time from the office if they prefer. All of our roles require at least some in-person time.

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