

A workplace powered by you

At BC Hydro, we're working towards creating a cleaner and more sustainable future for all British Columbians and need people like you to help us. A career at BC Hydro is meaningful and provides you the opportunity to be part of a talented, inclusive, and diverse team. We offer a healthy work-life balance, competitive wages, a comprehensive benefits package, and training opportunities to support you in your career growth. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers.

We invite you to join us as we build an even cleaner B.C. We welcome applications from all qualified job seekers. If you're a person with a disability, please let us know by emailing RecruitmentHelp@bchydro.com, as adjustments can be made to help support you in your application process.

Manager, Water Programs

Number of positions: 1

Job Location: Edmonds 16

Employment type: Permanent

Region: Lower Mainland

Hours of work: Full-time (37.5 hrs/wk)

Flexible Work Role: Hybrid

Annual salary: \$ 158,900.00 - 200,900.00

What you'll do

The Environment team strategically manages environmental risks, impacts and opportunities through the life of our assets, and ensures environmental compliance through effective company-wide governance, standards and practices. The team works closely with Planning, Indigenous Relations, Operations and Projects to deliver work, and has oversight for corporate environmental governance and performance goals.

Reporting to the Director of Environment, the Manager, Water Programs oversees one of five departments within the Environment business unit. This department provides subject matter expertise on fisheries and aquatics matters, leads related regulatory compliance strategies and programs, and supports operational decisions related to hydroelectric water use and other infrastructure. The Water Program portfolio supports BC Hydro by ensuring activities in and around water are aligned with applicable regulatory requirements, operational requirements, and environmental, Indigenous and stakeholder values.

- * Develops strategies, guidance and practices for the management of environmental issues arising from BC Hydro's water use, including reservoir and river conditions, spills, fish passage, diversion, and facility operations.
- * Leads a team of environment professionals providing fisheries expertise to support projects and operations, and to develop and implement monitoring programs, physical works and approved work practices.
- * Sets and oversees regulatory and authorization strategies for Fisheries Act and Water Sustainability Act compliance and other applicable legislation.
- * Delivers strategies and programs to address key fisheries risks such as total dissolved gas, fish entrainment and passage, aquatic invasives, salmon restoration, species at risk, and fish-related mitigation associated with hydroelectric and other electrical system asset development and operations.
- * Manages current and emerging environmental risks associated with fish, aquatic ecosystems and water management, including translating operational understanding of hydroelectric systems into practical avoidance, mitigation, monitoring and adaptive management approaches.
- * Negotiates authorizations, offsets and mitigation measures with regulators, First Nations and technical committees.
- * Manages and strategically influences environmental legislation, regulatory compliance requirements and emerging issues.
- * Ensures and upholds the safety performance and culture of direct employees and contractors.
- * Establishes short- and long-term priorities and delivery plans for the Water Program that help achieve BC Hydro's Environment Strategy objectives and support corporate priorities.
- * As a member of the Environment Leadership Team, ensures priorities and resources align to address key risks and opportunities effectively and efficiently.

- * Works in partnership with other business units and Indigenous Relations teams to support implementation of UNDRIP in relation to projects, operations and environmental values.
- * Oversees and leads important relationships at the provincial and federal levels with Indigenous groups, regulators, technical committees, stakeholders and elected officials.
- * Manages employees, contractors and consultants who have direct and credible interaction with First Nations, stakeholders, elected officials and the public on sensitive fisheries issues.
- * Develops short- and long-term budgets and resourcing strategies for the program, and oversees, manages and tracks delivery against them.
- * Provides leadership, coaching and performance management to a diverse team of union and non-union employees, fostering accountability, engagement, safety, collaboration, continuous improvement and development.

What you bring

- * A Bachelor's degree in Biology, Natural Resource Management, Science or a relevant field; master's degree preferred.
- * A minimum of twelve (12) years of experience in a related resource management, environmental or regulatory field; an equivalent combination of education, training and experience may be considered.
- * Exceptional leadership skills, including experience leading larger teams and demonstrated ability to mentor, coach and develop staff.
- * Proven ability to lead strategy development and implementation plans that meet business needs through integrated business unit teams and working groups.
- * Proven expertise in fisheries, aquatic ecosystems and environmental management, including habitat, fish passage, entrainment, total dissolved gas and other fish-related issues associated with hydroelectric and other electrical asset development and operations.
- * Operational understanding of hydroelectric and other electrical system water management issues and their relationship to fish and aquatic values, including the ability to assess and advance practical mitigation, monitoring and adaptive management measures.
- * Demonstrated ability to design, oversee and interpret aquatic monitoring programs linked to water licence requirements, mitigation commitments and operational decision-making.
- * Extensive experience with Fisheries Act compliance, environmental authorizations and regulatory strategy development.
- * Strong background in environmental risk management, including identifying, assessing and mitigating emerging aquatic and fisheries-related risks in an operational hydroelectric context.
- * Experience negotiating permits, offsets and mitigation measures with regulators, First Nations and multi-stakeholder technical committees.
- * Superior relationship management skills, including experience with external engagement, First Nations consultation, regulator interactions and building trusted relationships with Indigenous groups, government agencies and external stakeholders.
- * In-depth knowledge of provincial and federal environmental legislation, regulatory frameworks and evolving policy issues.
- * Track record of successfully delivering large-scale aquatic programs and strategies, including integration of environmental requirements into business outcomes across multidisciplinary teams.
- * Ability to influence strategic direction and organizational priorities, align environmental programs with corporate strategy and performance goals, and contribute effectively at a senior leadership or governance level.
- * Commitment to health and safety leadership, including promoting a strong safety culture for staff, consultants and contractors.
- * Exceptional interpersonal, oral and written communication skills.
- * Please note there may be occasional to regular travel required in this role.

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.

What else you should know

- * Please note this is a full-time permanent (FTR) M3 opportunity located at our Edmonds location in Burnaby, BC.
- * The preferred headquarter location for this opportunity is Burnaby, however we may be willing to consider other British Columbia headquarter locations depending on operational requirements and this can be discussed further in the selection process. Please note this flexibility would also be subject to workspace availability.
- * As part of the selection process, applicants may be required to complete a written test/assessment and/or a presentation 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.
- * Shortlisted applicants will be required to complete an online leadership assessment as part of the interview process.

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:	2026-07-31	Closing Date:	2026-08-21
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