

General Manager

Transmission & Distribution (T&D)

Employment Opportunity

BELCO

**Application
Deadline**

Wednesday,
December 28, 2022

The **General Manager, Transmission & Distribution (T&D)** manages the operation of the Transmission and Distribution Network, to safely, efficiently and reliably, transmit electrical power from producers to end users in a secure and stable manner, ensuring compliance with all safety, environmental and regulatory policies. The position supports projects focusing on asset construction aimed at improving system performance and system reliability; in addition to being responsible for providing direction on operational planning and scheduling, network stability, grid security, continuity of supply and operational protocols.

The successful applicant will receive guidance from our Managing Director, TD&R and will liaise cross-functionally with other departments on strategic objectives while using data and sound methods to justify, develop and prioritise strategic initiatives.

Key Responsibilities

- Provides strategic guidance to facilitate T&D's ability to meet established operational goals and performance standards
- Oversees the development and implementation of operational policies
- Serves as a key member of the management team that sets the Company's strategic direction
- Provides strategic guidance in support of T&D's capital investment plan and the design, construction and maintenance of Transmission and Distribution assets while understanding that decisions related to capital and operational works are guided by regulatory and operational requirements, grid modernisation considerations and customer expectations
- Supports the development of strategies and technical requirements for connecting generators and users to the grid system
- Studies and Analyses the findings of network data while making decisions to improve operational functionality, grid modernisation and grid re-enforcement which are guided by regulatory and operational requirements
- Represents and negotiates agreements on behalf of the organisations (connections, leases, purchases, etc.)
- Ensures management reporting is delivered
- Supports submissions to the Regulatory Authority and works to implement regulatory and legislative requirements while ensuring Regulatory Compliance is maintained and associated reporting is delivered
- Participates in external forums for the development of transmission and distribution plans, policies and grid interconnection requirements
- Reviews analyses of activities, costs, operations and forecast data to determine department or division progress toward stated goals and objectives
- Ensures business continuity measures are implemented, effective and adhered to
- Oversees operational and capital budgets and gives direction to managers and department leads with responsibility for capital and operational budgets
- Supports the development of capital plans, monitors and grants approval for capital and operational expenditures and participates in contractual negotiations
- Conducts performance reviews for direct reports, ensuring they are aligned with organisational goals
- Provides guidance to all staff, ensuring work load is effectively allocated
- Ensures adherence to environmental and safety management systems and rules
- Ensures network reliability and improvements, challenging system performance and systems using specialised resources and industry standards
- Ensures the preservation of BELCO's Transmission and Distribution assets
- Be Authorised to CE Level
- Develops departmental plans, including business, operational and organisational priorities
- Has accountability for the performance and results of multiple related units which includes succession planning for T&D by establishing development and training plans and programmes
- Ensures key systems, tools and software programmes are performing to facilitate work
- Liaises with other professionals, external consultants or vendors to discuss/resolve projects and challenges
- Engages with the leadership of the union on relevant matters as required

- Analyses key performance targets and provides guidance in order to achieve goals and profitability targets
- Manages financial expenditure in accordance with the Company's policies, standing instructions and practices
- Encourages and maintains cooperation between departments, to achieve Company objectives
- Supports safety, diversity and social responsibility goals of the department, business unit and Company

Education and Experience

- Bachelor's Degree in Electrical Engineering; Master's Degree in Engineering/Management (welcomed)
- Power Systems emphasis or utility experience is preferred
- Minimum ten (10) years of engineering experience, ideally in a Power Utility environment
- Proven experience in managing projects
- Prior supervisory or group leadership experience is preferred
- Prior experience with design standards and utility system operations
- Proven track record of leadership and creating an environment of employee involvement and continuous improvement
- Knowledge and experience in dealing with business process and environmental policies
- Experience in a unionised environment is preferred
- Experience with budgeting and cost management

Knowledge, Skills and Abilities

- Strong oral and written communications skills
- Ability to maintain proficiency with new systems and software as technology evolves
- Strong computer skills using Microsoft Office applications and trade-related software
- Perform work in a team environment and provide direct support to other utility operational groups
- Establish professional relationships and work effectively with other departments, utilities, consultants and government agencies
- Excellent leadership and interpersonal skills with the ability to liaise at all levels of the organization
- Knowledge of basic business concepts that drive profit and loss
- Strong coordination, organisation and problem solving skills
- Excellent project and time management skills
- Strong analytical skills with attention to detail and accuracy
- Strong critical and strategic thinker
- Ability to manage shifting priorities with very little direction
- Highly motivated self-starter

Interested applicants may submit a cover letter and current resume through Jobvite on **belco.bm/opportunities**

 belco.bm

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Liberty Group Limited and its operating companies are drug, alcohol and smoke free environments. All successful applicants are required to pass a pre-employment drug and alcohol screening prior to an offer of employment.



At Liberty, we hire passionate people who care about doing the right thing for our customers. We are entrepreneurial, creative and outcome-focused. Here, your natural talent and achievements will flourish in an inclusive environment of teamwork, trust and continuous learning. We are always pursuing excellence to exceed our ambitious goals, rewarding both the goal outcome and how we achieve it.