

Manager, Operations Technology and Innovation

Elexicon Energy is the fourth-largest municipally owned electricity distributor in Ontario. Our mission is to provide our customers with reliable, affordable energy services and to continuously improve to meet their needs, while ensuring the needs of our shareholders are met through sustainable growth.

As the Manager, Operations Technology and Innovation, the successful candidate will join Elexicon Energy's Operations, Technology and Innovation team and will play a key role in our day-to-day operations, projects and initiatives that will support our vision of empowering the communities we serve and help customers seize opportunities to ignite a better future. This is an exciting time to join this growing team as we develop the strategies and plans to support a new brand and vision for customer centricity and operational excellence!

The successful candidate will display a track record that mirrors Elexicon Energy's values of safety, kinship, responsiveness, competence, and mindfulness; and will espouse our motto of "response-ability" in their approach to work:

This position initially reports to the Vice President, Technology and Innovation at the Ajax location.

SUMMARY

The Manager, Operations Technology and Innovation is responsible for managing Elexicon Energy's Operations Technology assets and infrastructure, building and managing an enterprise-analytics team, and designing and architecting enterprise solutions to enable operational excellence and lead digital transformation across the organization. With a passion for creativity and innovation, and a constant engine of new ideas, the manager is also responsible for leveraging technology to foster creativity and innovation, helping modernize the utility.

DUTIES AND RESPONSIBILITIES

Operations Technology Systems

- + Managing OT software systems and servers in the IT-managed environment, such as the Geographic Information System, the Mobile Workforce Management System, Outage Communications Systems and other such operational systems.
- + End-to-end Managing of the standalone OT environment, including physical server and network Infrastructure, a highly secured SCADA network, and the OT domain and applications, working closely with IT counterparts on standardization and crossover where appropriate.
- + Managing OT LAN software systems such as the Advanced Distribution Management, Distributed Energy Management, and SCADA systems.

- + Managing the support of desktop, mobile and other end-user applications under the OT umbrella, including custom-developed solutions where appropriate.
- + Leverage systems such as CIS and Smart metering systems (AMI, ODS, MDMS) to bring grid benefits and operational efficiency.
- + Integration of AMI with OMS, distribution management systems (DMS), and other DA systems to increase benefits of each individual smart grid technology.
- + Work with the Manager of IT & Cyber Security to ensure security compliance of all OT assets and systems.

Enterprise Architecture

- + Working across business to develop and maintain enterprise technology plan.
- + Performing detailed business, data and systems analysis on behalf of the business to design and implement solutions for improved operational excellence.
- + Designing and managing secure and reusable interfaces between various IT and OT systems using, but not limited to, enterprise service buses.

Data & Analytics

- + Building and leading a team of data analytics group.
- + Setting up frameworks and processes, and providing a centralized analytics-as-a-service for internal enterprise customers to enable data-driven actionable business insights across the organization such as strategic asset management investments, customer usage insights and outage and incident analysis, using traditional analysis methods as well as emerging technologies such as machine learning and predictive analytics.
- + Developing, creating and managing the enterprise data catalogue.
- + Supports operational and strategic business decisions, identify problem areas and opportunities.

Management

- + Managing and build out a team of highly motivated, creative and skilled team that includes a diverse skill sets such as database administration, programming/development, data engineering, GIS data modelling and analysis, and sciences and SCADA networking, field device communications.
- + Managing a large variety and volume of projects in parallel, ranging from small software or process improvement projects to large complex multi-year software and hardware projects.
- + Engaging in vendor and contract management for OT software and systems.
- + Managing operating and capital budgets, related to projects and day-to-day work, with a high degree of accuracy; develop project delivery plans, monitor projects, analyze and forecast expenditures.
- + Maintaining strong relationships with internal customers and stakeholders, including managing change.
- + Writing and evaluating RFPs/RFIs, business case and justification.

- + Participating in industry working groups and committees to maintain best practices and influence decision making and improvement.

Innovation, Modernization and Organizational Effectiveness

- + Leading organization in preparing and executing its digital transformation strategy.
- + Working across the organization to identify, design and implement automation solutions.
- + Staying informed of technology and societal trends with a view to improving the Corporation's business and seizing growth opportunities through innovative solutions.
- + Fostering creativity and innovation and actively looking for new ideas for continuous improvement.

COMPETENCIES

Leadership

Confidently leads and develops people and teams in a changing and dynamic environment leveraging the skills of others and delegates courses of action towards the achievement of the strategy and vision of the Company while remaining energized, positive and focused. Has the ability to motivate, energize and foster creativity.

Vision and Alignment

Shares a compelling and inspired vision and strategy for Technology and Innovation business unit and the Operations Technology and Innovation department and generates commitment and alignment of its people.

Financial Acumen

The position requires understanding of financial information to provide independent and objective evaluations of the corporation's financial and operational business activities to maximize value and support the financial health of the Company.

Relationship and Network Building

Seeks and builds alliances, maintains effective relationships, communicates in a compelling and articulate manner instilling commitment, and fosters open respectful two-way communication channels, internally and externally to further the strategy and vision of the Company.

Decision Making

Makes appropriate business decisions to avoid unsafe or costly decisions to the organization. Must be able to analyze and synthesize information to understand issues and the situation to make appropriate, realistic and timely decisions.

Negotiation

Actively listens for underlying nuances and messages and collaborates to build consensus, manage and/or resolve conflicts and reach mutually agreeable outcomes.

EDUCATION, SKILLS, AND EXPERIENCE

Education and Experience:

- + University Degree related to Computer Science or Engineering, or a combination of education, training and experience. Post graduate degree in a technical field will be an asset. PMP designation will also be an asset.
- + Professional Engineer (PEng) designation is an asset.

Key Skills and Experience:

- + 6+ years IT/OT- related experience in an industry with equivalent or greater complexity than that of distribution utility.
- + 3-5 years of experience as a manager or supervisor.
- + Strong experience as a developer team lead using the following technologies such as .Net, Java, mobile app development, XML/XSLT, JSON, SQL, PLSQL, T-SQL
- + Strong understanding of utility operations technologies (e.g SCADA, GIS, ADMS, AMI, ODS, CIS, WFM, etc)
- + Proven experience with effectively managing a variety of projects with a demonstrated ability to manage people, projects, and multiple tasks with conflicting priorities.
- + Experience designing and managing databases and data models
- + Experience managing and designing software systems and interfaces between systems
- + Experience in driving digital transformation and delivering improved business outcomes through effective deployment of technology.
- + Proven problem solving, analytical, decision-making, communication and interpersonal skills.
- + Experience initiating, influencing and gaining support across the organization for change initiatives.

Interested and qualified applicants are encouraged to submit their resume to:

hr@elexiconenergy.com by **July 30, 2021**. Please quote position title that you are applying for in the subject line of your email.

Please note that accommodations can be provided upon request. Only the candidates who meet the qualifications and experience for the position will be contacted for an interview. We thank you for your interest in Elexicon Energy.