

## Job Summary

EPCOR's North American Commercial Services (NACS) group is hiring a **Senior Manager, Operations & Project Development and Delivery** for a **full-time, permanent role** based in **Calgary**. This is a **hybrid senior leadership role** supporting utility operations, project development, and capital delivery for growing communities such as **Harmony** and **French Creek**.

This role blends **operational oversight, technical leadership, and strategic project delivery**. You'll lead teams, shape long-term infrastructure planning, support regulated utility performance, and stay actively connected to plant operations, field execution, and day-to-day decision-making. Your work directly contributes to public health, sustainable development, and reliable water and wastewater services.

## What You'll Do

*This role requires integrated Operations + Project Delivery leadership. Candidates with experience only in one of these areas will not be aligned to the role requirements.*

## Strategic Planning & Alignment

- Lead the development and ongoing support of utility master plans for water, wastewater, and stormwater systems.
- Contribute to the Commercial Operations business plan, ensuring capital and operational priorities align with regulated utility objectives.
- Ensure timely, accurate delivery of engineering studies, evaluations, cost estimates, and project charters.
- Monitor capital and operating programs to ensure performance, timelines, and outcomes are met.

## Operational Leadership & Excellence

- Lead operations teams responsible for water and wastewater facilities in Harmony and French Creek.
- Integrate operational needs, asset strategies, and risk management into compliant capital delivery.
- Monitor operational metrics, assess performance, and implement corrective actions.
- Champion continuous improvement, operational transformation, and a learning-focused safety culture.
- Leverage internal EPCOR capabilities to improve performance and reduce costs.

## Project Execution & Community Growth

- Deliver capital projects (upgrades and greenfield developments) using traditional and alternative delivery models.
- Support expansion of the Harmony franchise area and broader commercial growth initiatives.
- Provide clear direction to ensure safe, consistent, and efficient execution of work.
- Apply systems and processes that support compliant and effective project and operations delivery.

## Leadership, Talent & Relationship Management

- Lead, coach, and develop managers and multidisciplinary teams; build strong succession pipelines.
- Foster a high-performance culture focused on accountability, capability, and safety.
- Build collaborative relationships with developers, contractors, consultants, regulators, municipal partners, and internal stakeholders.
- Provide operational and technical guidance to support commercial development and expansion.

## What You'll Bring

- Degree in Engineering or Science (environmental, chemical, or process engineering preferred).
  - P.Eng. designation required; advanced degree (MSc, MEng) or MBA is an asset.
- Equivalent experience in diverse utility roles (15+ years) may be considered in lieu of formal education.
- 5+ years in water/wastewater systems, utility operations, and capital project development/delivery.
- Proven leadership experience within regulated utilities, including master planning and infrastructure development.
- Strong business acumen with P&L accountability in a regulated environment.
- Experience negotiating and managing complex contracts and contractor performance.
- Expertise in engineering design, construction, operations, and risk-managed project delivery.
- Strong understanding of federal/provincial regulatory requirements and environmental reporting.
- Proven ability to lead leaders and multidisciplinary teams.
- Strong relationship-building and stakeholder engagement skills, including with municipalities and regulators.
- Excellent written and verbal communication skills, able to articulate complex issues clearly to executives.
- Strong judgment, attention to detail, and ability to manage competing priorities.
- Commitment to operational excellence, safety, continuous improvement, and responsible growth.

## Highlights of the Job

- **Work Model:** Hybrid, based on business needs
- **Hours:** 80 hours bi-weekly
- **Jurisdiction:** Senior Management/Leadership
- **Location:** Calgary, AB (regular on-site presence required at Harmony and French Creek)
- **Travel:** Regular local travel required; must live within a 60-minute commute of plant sites
- **Role Impact:** Direct influence on community growth, public health, operational excellence, and long-term utility resilience
- **Career Development:** Opportunity to shape EPCOR's commercial operations, lead diverse teams, and support major utility infrastructure programs

## How to Apply

**Application Deadline: April 12, 2026**

We currently only accept applications submitted through our online careers portal: <https://www.epcor.com/ca/en/careers/jobs/search-jobs.html> If you meet the qualifications outlined in the posting, we invite you to apply. The Recruiting Manager reviews all applications and is best positioned to assess alignment with the role.

**Please note:** This is an abridged version of the job posting. Full details can be found on the EPCOR Careers page linked above.