JOB DESCRIPTION

Job Title:	Vice President Operations	**Position Number:**	99-01
Incumbent:	Vacant	**Effective Date:**	November 2026
Status:	Permanent	**Pay Level:**	15
Bargaining Unit:	**Yes** ____ **No** X	**Department:**	Operations
Supervisor's Title:	Executive Vice President, Assets	**Direct Reports:**	Director, Maintenance Director, Operations Director, Transmission and Distribution

POSITION SUMMARY

Reporting to the Executive Vice President, Assets, the Vice President of Operations is responsible for providing strategic direction and leadership to ensure the safe, reliable, and efficient maintenance and operation of Yukon Energy's (YEC) power generation, transmission and distribution facilities. Contributes to the development of Yukon Energy's goals, business plans, and strategies to ensure the effective planning and delivery of programs and services. Ensures that operational priorities are represented and delivered in alignment with the vision, mission, and values of Yukon Energy. Serves as the senior operational leader, accountable for operational performance and authorized to make operating decisions within delegated authority, in collaboration with other Yukon Energy departments.

The Vice President of Operations oversees, plans, and coordinates operations activities in an organization, ensuring efficient and cost-effective development and execution. This role involves high-stakes decisions and representing the company to investors and business partners.

In this role, the Vice President develops strategies and deploys tactics to attain short- and long-term financial and mission-critical operational goals and executes organizational strategies. The position implements operational processes that meet the needs of the business, support sustainable growth and minimize risk. It also evaluates operational performance results against organizational goals, develops operating budgets, and ensures compliance with standards and regulations.

- Overseeing daily operations and making high-level decisions about policy and strategy.
- Manage resources and budgeting processes.
- Ensure compliance with legal and regulatory requirements and business ethics.
- Lead, manage, and inspire teams to achieve company goals.
- Identify potential risks and opportunities within the business.

KEY RESPONSIBILITIES & ACCOUNTABILITIES

Vision

- Leads and champions strategic change initiatives across the organization with a commitment to employee and public safety, process improvements, people and culture.
- Involves key stakeholders from different business units, executives, and external partners to create a shared vision.

- Considers long-term aspirations, sustainability, and industry trends in shaping and advancing the organization's vision.
- Thinks holistically about the industry, global trends, and future market opportunities in formulating visionary strategies.
- Communicates the organization's vision to all levels, ensuring understanding, buy-in, and alignment.

Continuous Improvement

- Provides accountability for the planning and performance management of the Operations department staff in organizing and coordinating the development and delivery of operations, maintenance planning and execution, and capital projects support to meet power generation, transmission and distribution needs of Yukon Energy.
- Directs the review and evaluation of power generation, transmission and distribution facilities on an on-going basis. Provides operational input on asset investment priorities and approves operational improvements. Evaluates and approves recommended improvements to system facilities, and develops the departmental short- and long-term strategies, work plans, and budgets to achieve desired objectives.
- Demonstrates a proactive approach in identifying operational problems and opportunities for continuous improvement, developing solutions and strategies which are innovative in meeting the overall operational and corporate objectives.
- Remains apprised of new power generation, transmission and distribution methods and industry best practices. Exchanges information and expertise with other utilities and applies innovations to current requirements.

Relationship Manager

- Ensures operational activities are performed in compliance with health, safety and environmental legislation, regulations, codes and practices, and participates in safety and environmental incident reviews as required.
- Proactively develops relationships with internal and external stakeholders to support achieving organizational objectives now and in the future. Develops a positive reputation with relevant industry groups externally.
- Provides guidance, direction and leadership in all human resource areas, including safety, staff development and training, individual goal setting and performance management, labour relations, recruitment, and application of progressive discipline. This role is member of the Joint Consultation Committee with the union and participates in collective bargaining, as required.
- Communicates directly with customers and the public and represents the Corporation in various venues such as community and business meetings and industry associations such as the Canadian Electricity Association (CEA). Appears as a witness before regulatory agencies representing Yukon Energy as required.

Cross Functional Collaboration

- Engages a diverse network (executives, peers, connections across departments and industry leaders) to collaborate on shared priorities and goals. Is inclusive when setting strategic agendas.

- Participates as a member of the management team in the development, implementation and achievement of corporate goals, objectives, policies and Key Performance Indicators. Participates together with Senior Management in Board of Directors meetings.
- Provides operational requirements and input to capital projects, including design review, commissioning, operational readiness and acceptance into service. Coordinates with Engineering and Asset Management & Planning on maintenance practices.
- Serves as an effective liaison with all departments and staff and participates in management and working committees as required to ensure a coordinated approach to the development and delivery of programs, policies and procedures throughout Yukon Energy.
- Leads operational emergency preparedness and response, including winter peak readiness, system contingencies and implementation of Yukon Energy's Emergency Preparedness Plans.
- Coordinates with the Executive Director, Dam Safety to implement dam safety requirements in operations and maintenance activities.
- Liaises with internal and external compliance officials and regulators to ensure compliant operations and maintenance of Yukon Energy facilities.
- Prepares or assists in preparing business cases and presentations on corporate issues and proposals to ensure the effective communication of Yukon Energy's strategies.

KNOWLEDGE, SKILLS, EDUCATION & EXPERIENCE

Required Qualifications

- Bachelor's degree in engineering (eligible for registration in Yukon), management, operational degree or operational focused accreditation or equivalent education and experience and at least 10 years of related experience in progressively more responsible management positions, preferably in hydro and/or thermal power generation, transmission and distribution.
- A valid class 5 driver's license.

Knowledge, Skills, and Abilities

- A commitment to planning forward to achieve the most desirable and defensible outcomes for Yukon Energy during every year and to meet five-year strategic priorities and beyond.
- Excellent management track record with specific accomplishments in utility operations and maintenance.
- Ability to lead highly complex programs, projects, and contracts.
- A high level of understanding of effective operational and engineering principles, values, and trends in the electric utility industry.
- Excellent team building skills to direct department activities and work effectively with peer managers in achieving department and corporate objectives.
- Knowledge of administrative and financial planning procedures to coordinate activities and to develop, implement and monitor program plans, capital and operating budgets.
- Excellent skills relating to communications, human relations, negotiations, strategic operational and financial planning, and problem solving.
- Requires the ability to handle confrontational situations in the corporate and public sectors.
- Seek solutions and represent the interests of Yukon Energy for successful outcomes.

- Requires sensitivity to the political, legal, safety, and environmental concerns facing Yukon Energy.
- Good knowledge of Microsoft Windows Suite programs related to word processing, spreadsheet, databases, email, SharePoint, MS Teams, etc.
- Strong analytical, investigative, and problem-solving skills as well as demonstrated resiliency and determination to move forward through challenging situations.

WORKING CONDITIONS

- Majority of the work is performed under normal office conditions with frequent internal and external meetings.
- Occasional exposure to harsh environments, noise, odours, and electrical and mechanical hazards when visiting plants or work sites requiring the use of appropriate safety equipment.
- Work pressures and demands require work outside of normal office hours.
- Must maintain the confidentiality of all corporate information.
- Adheres to all corporate policies, procedures and guidelines.