

Source: **BC Hydro**
Job Title: **Critical Infrastructure Protection Specialist**
Job Number: **BCH-R-2008-230228E1**
Job Location: **Burnaby, British Columbia, Canada**

Powered by water... and by people like you

Providing clean electricity to 4 million customers takes a diverse workforce and that's where you come in. We need your talent to help us build major projects to meet growing demand. To help our customers find clean energy solutions for their homes and businesses and to be ready to respond during storms and outages to keep our system reliable.

Working for BC Hydro is meaningful. And now, the stakes have been raised as we work towards a solution to climate change while safely providing clean, affordable electricity to our customers.

We offer a healthy work life balance, training opportunities and career progression. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers. Join us as we build an even cleaner B.C.

JOB DESCRIPTION

Duties:

- * One of BC Hydro's key business priorities is to take steps to ensure compliance with the North American Electric Reliability Corporation (NERC) Mandatory Reliability Standards (MRS). MRS have been adopted by the BC Utilities Commission to achieve, sustain, and demonstrate compliance with its obligations to support the reliability of the bulk electric system. The approximately 120 adopted Standards cover topics such as real-time operations, long term transmission system planning, protection system maintenance programs and critical infrastructure protection.
- * BC Hydro is continuing to strengthen its capacity to build, implement and sustain a robust internal compliance program that significantly impacts many areas of the company and has established new roles spanning multiple business areas to support this effort.
- * This role is in the Reliability Compliance Department which provides oversight for MRS compliance across BC Hydro. Oversight includes strengthening a culture of compliance, minimizing the occurrence of violations, and ensuring BC Hydro meets its legal obligations. This role provides CIP expertise, follows industry developments and conducts benchmarking with other utilities on compliance best practices, supports the organization with implementing CIP practices, performs assurance activities and reports the outcomes to management, set requirements on incident reporting/investigation frameworks, cause analysis, and evidence collection, mitigation planning and continuous improvements, and supports regulatory processes as required.

Specific responsibilities include:

- * Manage and provide support to internal stakeholders for the successful implementation and sustainment of compliance with MRS
- * Maintain expertise and knowledge with MRS broadly and CIP specifically, by building strong relations with WECC, other utilities, and other interest groups
- * Manage all BC Hydro communications with WECC on CIP compliance matters

- * Identify potential upcoming changes to standards and coordinate BC Hydro involvement in potential changes (drafting, commenting, voting)
- * Prepare BC Hydro's final Assessment Report filings of new/revised standards by reviewing and incorporating assessments from all BCUC MRS Program registered entities
- * Identify CIP Program improvements including governance, compliance monitoring processes/procedures and assisting with implementation plans
- * Support the business with assessing risks and implementing internal controls related to CIP and lead compliance assurance activities regarding business groups compliance status
- * Utilize technical knowledge along with controls experience to review the quality and adequacy of compliance narratives and evidence, and strength and quality of internal controls. Identify opportunities to improve practices and tools
- * Provide coaching, guidance, and education to the CIP Program Office and business units as a CIP technical expert on the interpretation of standards, WECC's audit approach, including developing training materials, regular communications, and governance direction
- * Provide guidance on non-compliance investigations, make non-compliance determinations, prepare, and file self-reports to WECC, and assist with developing mitigation plans
- * Review and assess the adequacy of developed CIP mitigation plans and associated completion packages for filing with WECC. Develop and provide tracking information on a timely basis to decision-makers. Perform trend analysis to support or challenge reporting
- * Support and provide direction for other MRS Program accountabilities including annual BCUC Assessment Reports for MRS adoption, Canada Energy Regulator reporting, On Site Audits, etc.

Qualifications:

- * University degree or experience in relevant discipline or equivalent combination of education and experience.
- * Ability to obtain security clearance for a Security Sensitive Position classification
- * A minimum of 10 years of relevant cyber security and/or associated reliability compliance/audit experience in the electric utility industry. Candidates with physical security experience in addition to cyber security experience may be given preference.
- * Registered Professional Engineer or security relevant certifications (e.g. CISSP, CISA, CISM, NCSF, PSP) is an asset
- * Experience in Industrial Control Systems (ICS) including SCADA and other Operational Technology (OT) used in the Energy sector would be considered an asset
- * Demonstrated and proven experience, ability and knowledge in the following:
 - NERC/MRS Programs in both the US and Canada;
 - security governance, audit, risk and controls (including experience with designing, evaluating and implementing controls based on common security frameworks, such as NERC CIP, COSO, COBIT, ISO, NIST);
 - leading investigations, with ability to analyze and process a high volume of detailed information with accuracy.
- * Excellent written and verbal communications skills
- * Excellent relationship management, collaboration and interpersonal skills
- * Effective presentation skills, including the ability to convey complex technical issues to diverse audiences
- * This role requires a combination of demonstrated deep technical security and security management expertise
- * Strong leadership skills and ability to influence cross-functional teams
- * Must be able to travel to the United States.

ADDITIONAL INFORMATION

- * Please note this is a re-bulletin. Previous candidates do not need to re-apply.
- * Candidates with lesser qualifications may be considered at a lower-level role (P3)
- * Please attach a Cover Letter outlining your interest in this position as part of your application.
- * This is a re-bulletin, previous candidates do not need to re-apply.

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_op.html by **March 22, 2023**.

[Click here](#) to access the job posting or visit the [BC Hydro "Current Opportunities" Careers page](#) to view and apply for jobs.

You must use a supported browser, such as Firefox, Internet Explorer, Google Chrome or Safari. Your pop up blocker will also need to be disabled for the BC Hydro Careers site.

On the BC Hydro Careers site, click on the Apply button in order to complete the steps to apply for this job. Please be sure to update your Candidate Profile with your current resume and include copies of your certifications, if applicable.

We're always looking for exceptional people to bring new ideas, fresh thinking and the motivation to help shape the electricity system in B.C. It's an exciting time to be a part of our team as we invest in our system and prepare to meet the challenges of tomorrow.

Our values guide our work. Want to join us?

We are safe.

We are here for our customers.

We are one team.

We include everyone.

We act with integrity and respect.

We are forward thinking.

BC Hydro is an equal opportunity employer.

We include everyone. We welcome applications from anyone, including members of visible minorities, women, Indigenous peoples, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities.

We are also happy to provide reasonable accommodations throughout the selection process and while working at BC Hydro. If you require support applying online because you are a person with a disability, please contact us at Recruitmenthelp@BCHydro.com

BC Hydro has a COVID-19 Vaccination Policy that requires employees to have a full series of COVID-19 vaccine and provide proof of vaccination on request. This Policy is currently suspended but may resume at BC Hydro's discretion. While the Policy is suspended, all new employees are required to disclose their vaccination status to BC Hydro.

Flexible work model role definitions

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Our four role types identify the degree of flexibility an employee could have to work from home based on the type of work they do. The flexibility for an individual job is up to the manager for each position and the operational requirements. Employees also have the right to work full-time from the office if they prefer. All of our roles require at least some in-person time.

- IBEW/Field – No option to work from home
- Resident – Works primarily (4+ days per week) in the office.
- Hybrid – May be able to work from home up to 3 days per week.
- Remote – Works from home 4+ days per week