

Source: **BC Hydro**
Job Title: **Senior Category Lead (Major Equipment)**
Job Location: **Burnaby, BC, Canada, V3N 4X8**
Annual Salary: **\$ 131,100.00 - 165,800.00**

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:

We have an exciting opportunity to join our Major Equipment portfolio team (~\$500M/year of spend). We are seeking a Senior Category Lead to support the Major Equipment team by driving strategies and providing oversights across our services portfolio, including Stations Installation & Maintenance Services, Security Services and Compliance Consulting Services. The ideal candidate brings strong relationship building skills, proven program leadership, and clear, impactful communication, with the ability to influence and collaborate across diverse teams.

BC Hydro's Supply Chain function is integral to keeping the business running and the lights on. BC Hydro has transformed its Supply Chain model through the implementation of a full category management capability to ensure the needs of the business' are met in terms of quality, safety and reliability in what we buy, ensuring for the optimal total cost of ownership and creating mutually beneficial supplier relationships. The Category Management Supply Chain team is accountable for developing and implementing strategies for key categories that account for over 80% of BC Hydro's annual \$2 billion expenditures. Our job is to ensure BC Hydro is getting the best overall value through strategically managing categories and suppliers to ensure performance is optimal and risks are mitigated.

Categories are organized into six portfolios: Enterprise, Technology, Major Equipment, Engineering & Technical Services, Materials & Logistics, and Field Support Services and our category strategies enable us to be smart about what and how we buy from whom, and in how we work with our suppliers, in order to deliver on BC Hydro's vision, mission and corporate priorities. One of our focus areas is enabling the shift to use of electricity to help with greenhouse gas (GHG) reductions and support BC's GHG emission target reductions. This will require building infrastructure from more distribution lines to electric vehicle charging stations. To make this happen BC Hydro can't do it alone – we need more suppliers and to procure products and services.

Specific to our Major Equipment Portfolio which covers a wide range of equipment categories including large power transformers, switchgears (CBs, GIS, etc), reactors, BESS (battery energy storage system), and other equipment typically found in generation and transmission stations. Major Equipment Portfolio also includes categories that are services centric, such as SIMS (Stations Installation and Maintenance Services), Security Services and Compliance Services.

This Senior Category Lead role is responsible for leading cross-functional teams to develop, implement, and sustain long term category strategies. The successful candidate will work closely with internal stakeholders and external suppliers to ensure alignment with business objectives and operational excellence. This role requires the ability to develop and implement complex strategies that include service delivery models, various pricing mechanisms, and supplier engagement & relationship framework and to be responsible for achieving the strategic objectives for the categories. A strong emphasis is placed on collaborative stakeholder engagement and partnership building to deliver long-term value and strategic strength in those categories.

The Senior Category Lead will often be managing multiple, complex categories with potential for significant change and high impact issues. Doing so effectively, and with minimal day-to-day managerial support, requires expert stakeholder management and business acumen. Senior Category Leads will be expected to provide coaching and mentorship to team members including Category Leads, contractors and other cross-functional team members. There is potential that the Senior Category Lead may have direct reports to support the broad responsibilities of such a key role in supply chain. .

Our ideal candidate is motivated to achieve results for BC Hydro, support the success of their team, and build mutually beneficial supplier relationships. They are pro-active, take ownership and are adept at creating and using influence. Candidates will have a proven track record of both developing and executing value-add category, supplier, or similar business strategies to achieve specific business outcomes. Key to their success is the ability to cultivate and oversee relationships among internal business groups, stakeholders, and suppliers. They must demonstrate proficiency in organizing and managing projects and constraints to ensure the effective integration of sourcing, supplier relationship management, contract management, and business process improvement plans.

High Level Outcomes:

- * Ensures assigned categories are operating in a way that meets performance objectives and in alignment with approved strategies. This includes ensuring plans are in place to manage risks and anticipate future trends, needs, changes.
- * Leads/Manages development and implementation of: category strategies, sourcing, business process improvements, supplier relationship management (SRM), benefit realization plans and other category management processes; supports the business in contract management.
- * Is recognized as a Category Expert for assigned categories. Knowledgeable in BC Hydro's current and likely/possible future business requirements. Understands the current and future supply market.
- * Contributes to the sustainment and advancement of BC Hydro's category management framework and processes.

Qualifications:

- * University degree Bachelor's (MBA or Master's or other additional education preferred)
- * One or more professional designations and/or certifications (e.g. SCMP, APICS, PMP, P. Eng, etc.) is a strong asset.
- * Minimum of 8 years strategic level related business experience or equivalent combination of education and experience. Preference given to candidates with strong category management experience within a large, complex organization.
- * An equivalent combination of education, training and experience may be considered.
- * Experience planning and simultaneously managing multiple complex / large projects with ambitious deadlines and deliverables.
- * Highly skilled in change management and excellent interpersonal skills, communications, relationship and coalition building with a high degree of persuasive influence skills.
- * Experience leading cross-functional project teams in a complex business environment, with multiple stakeholders and strategic considerations.

The following Skills/Abilities/Competencies are associated with success for this role:

Strategic Thinking: Able to effectively deal with varied perspectives and the complexities of our company. Shows sound judgment and business acumen as analysis, trade-offs and decisions are informed by a broad, comprehensive, and long term view - while taking into consideration internal and external stakeholders. Has a strategic thinking mindset reflected in their day-to-day work; can "connect the dots" understanding how one issue or decision impacts others.

Execution and Working Smart: Plans ahead, solves problems, increases efficiency, and gets things done safely. Looks for ways to make process improvements by being open to employee recommendations for innovations that could positively impact our company.

Relationship Development and Collaboration: Intentionally develops collaborative relationships within, and external to, BC Hydro in support of business objectives. Understands the value of workforce diversity and the importance of including different perspectives to inform solutions to business problems. Models a one-hydro approach, ensuring that decisions support the broader needs of the organization.

People Leadership: Effectively uses a variety of strategies to enable team members to be as effective and productive as possible, holding individuals and teams accountable. Explains why change is needed, supports others through change, and builds an effective team. Motivates and inspires others and models positive leadership practices.

Communication & Presence: Communicates effectively with a variety of stakeholders in writing (briefings, presentations) and verbally (meetings, one-on-one). Knows the audience and can adjust the communication accordingly, adapting to questions and audience needs. Projects a positive and poised presence; is influential, present and attentive.

Self-Management: Manages stress, a variable workload and competing demands. Promotes and models resiliency. Is self aware and understands how their behavior impacts others. Acknowledges mistakes and takes

responsibility for their actions and work. Is open to learning and demonstrates, through their actions, the importance of self-development.

Business Acumen: Understanding of BC Hydro's business context. Able to accurately assess complex Hydro needs and understand how the Category Management practice can address those needs. Apply sound judgement and pragmatic approach to achieve required progress and grow the Category Management practice.

In addition to the above competencies, we are looking for the following in our candidates:

- * Quick learner with a growth mindset and team orientation.
- * Accountable influencer that shapes perspectives and drives results.
- * Planning & Project Management to establish plans and manage the plan(s) and resources to achieve the goal(s) and outcomes.

ADDITIONAL INFORMATION

- A comprehensive benefits package
- A minimum of 15 paid vacation days
- A lifetime pension
- Flexible work model, depending on your role type
- Training and development courses

For more information on the benefits we offer, visit bchydro.com/benefits.

- * This is a Full-time Regular (FTR) P4 opportunity on the team based at our Edmonds office in Burnaby.
- * This opportunity will be posted concurrently.
- * Please note depending on the applicants' level of qualifications, competencies and experiences they could be hired for Category Lead or Category Management Trainee program.
- * Please note this role is classified as a Hybrid role under the flexible work model, which currently includes a mix of working from home and working in the office. At present, this role is expected to work in the office a minimum of two - three days per week however at times it could be more frequent due to operational requirements and does require flexibility.

Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays.

Location: Burnaby, BC, Canada, V3N 4X8

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by **April 7, 2026**

[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

Flexible work model role definitions =====

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