

Source: **BC Hydro**
Job Title: **Procurement Specialist (Public Procurement)**
Job Location: **Burnaby, British Columbia, Canada**
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 are seeking two Procurement Specialists to join the team. The successful candidates are senior, experienced supply chain professionals with a proven ability to achieve targeted project objectives in a complex environment through exceptional strategic thinking, influential leadership, flawless project execution, change management and effective relationship management.

Reporting to an Infrastructure Projects Procurement Manager, the Procurement Specialists are accountable for assessing and identifying different infrastructure project procurement options, determining the contracting plan to mitigate relevant risks and providing procurement guidance to the project teams. They will lead project teams to develop project supply chain strategies, and work collaboratively to obtain approval, and implement resulting strategies and plans including drafting RFx documents, leading and facilitating evaluation teams and negotiations with suppliers and contractors. The Procurement Specialists will support both Project Delivery projects and additional procurement initiatives.

* Accountable for complex infrastructure project procurement – those with a combination of higher spend, project impact, risk, market complexity and stakeholder considerations. Provides expertise and oversight in achieving procurement related project milestones, financial, and operational targets for the project.

* Leads effective project procurement teams through structured procurement processes. Works collaboratively with project teams to develop and implement strategies that will meet specified objectives and targets. Proactively brings new concepts/ opportunities, information, methodologies, and tools to the table to spur innovative thinking, problem solving and decision making.

* Makes recommendations to senior management and executives on infrastructure project strategies that balance

competing needs and objectives. Ensures the development of compelling project procurement strategies to support decision making and obtains approval.

* Develops and manages action plans and work package agreements to ensure strategies are developed and executed on schedule to achieve project milestones. Anticipates/plans for shifting resource requirements over the life of the project, and allocates resources for tactical execution of the plans.

* Regularly manages consultation with a diverse group of internal and external stakeholders.

* Writes and presents infrastructure project supply chain strategies, contracting plans, briefs, and other documents to management and key internal and external stakeholders.

* Drafts RFP/RFT/RFSQ documents starting with standard templates and tailoring as required to execute the approved strategies and contracting plans.

* Oversees the development of and/or undertakes vendor evaluation criteria, evaluation weightings, and performance indicators to ensure the most suitable vendor is selected. Leads cross-functional evaluation teams.

* Negotiates with sophisticated, multinational and global companies, ensuring that compliance, policies, procedures and governance follow BCH guidelines. Negotiation process may include concession agreements, complex contract terms and multifaceted approaches. Leads debriefing sessions with unsuccessful respondents to maintain ongoing relationships.

* Anticipates and assesses supply chain risks, project impact and develops and recommends solutions.

* Leads research and analysis of external market conditions and vendor supply issues to ensure in-depth expertise. Provides insight and advice to the business and senior management and other Supply Chain team members.

* Pro-actively leads 'lessons learned' exercises; leads revisions to ensure the continuous improvement/redesign of infrastructure projects procurement processes as required to ensure rigor, efficiency, provide superior service and derive more value.

* As a senior technical expert to provide leadership, coaching / mentoring to develop skills, knowledge and build capacity within Infrastructure Projects, Supply Chain and business unit teams.

Qualifications:

* University degree in business, supply chain, engineering, finance or related discipline (Master's degree preferred).

* Minimum of 10 years of infrastructure project procurement experience supporting projects with large construction or supply & install contracts.

* Professional designations and/or certifications (e.g. SCMP, APICS, PMP, P.Eng) are considered strong assets.

- * An equivalent combination of education, training and experience may be considered.
 - * Senior level experience in developing alternative infrastructure project delivery methodologies and contracting strategies.
 - * Experience working in a business environment that is complex, with multiple stakeholders and strategic considerations.
 - * Ability to write complex RFP/RFT/RFSQ documents.
 - * Demonstrated experience leading complex negotiations, managing supplier relationships and resolving supplier and contractual issues while preserving relationships.
 - * Ability to multi-task and simultaneously manage multiple complex/large projects with deadlines and deliverables.
 - * Demonstrated knowledge and results in planning and organizational implementation of infrastructure project procurement processes alternative to the traditional Design Bid Build approach (e.g. early contractor involvement, Design Build, Construction Management at Risk, PPP, etc.).
- Candidates with solid experience in the following areas would be a strong asset:
- * Capital project procurement based on PPM Procurement Practice
 - * First Nations direct award based on the collaborative approach

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.

What else you should know

- * These are both M&P Full-Time Regular (FTR) P4 opportunities on the team based at our Edmonds location in Burnaby.
- * 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.

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by **May 06, 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

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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