



EMPLOYMENT OPPORTUNITY

Closing Date: 30.04.2024

ENTERPRISE PORTFOLIO OPTIMIZATION AND BENEFITS LEAD (TERM) WINNIPEG, MB

Manitoba Hydro is consistently recognized as one of Manitoba's Top Employers!

Great Benefits

- Competitive salary and benefits package.
- Defined-benefit pension plan.
- Nine-day work cycle which normally results in every other Monday off, providing for a balanced approach to work, family life and community.
- Flex-time and partially remote work schedule (providing the option to work remotely 3 days per 2 week period), depending on nature of work, operational requirements and work location.

Manitoba Hydro is a leader among energy companies in North America, recognized for providing highly reliable service and exceptional customer satisfaction. Join our team of Manitoba's best as we continue to build a company that supports innovation, commitment and customer service.

Under the general direction of the Enterprise Alignment Manager, the Portfolio Optimization and Benefits Lead will provide advisory and facilitation services through the Enterprise Portfolio Management System/Office ('EPMO') to Senior Leadership and their teams across the enterprise to enable strategic alignment and successful delivery of the Enterprise Initiatives Portfolio ('the Portfolio').

Working collaboratively with Strategy and Enterprise Planning and other stakeholders, the Portfolio Optimization and Benefits Lead will be responsible for driving alignment of Enterprise Initiatives to Strategy, and facilitating the planning and execution of the enterprise portfolio by supporting senior leadership and their teams through the intake, portfolio optimization, roadmap development, and benefits realization of strategic initiatives.

NOTE: This is a term opportunity for approximately 2 years.

Responsibilities:

- Establish, enhance, and maintain strategic relationships between the EPMO and Business Units up to and including the executive. Act as a key point of contact between Enterprise Initiative teams and the EPMO; onboarding and supporting Enterprise Initiative teams throughout the initiative lifecycle.
- Provide guidance and support to ensure that EPMO capabilities, structures and processes are understood and adhered to, and facilitate workshops and training as required.
- Partner with the business and executives to support the intake, value/business case, portfolio optimization, roadmap development, and benefits realization of the Portfolio. Ensure the need and value/benefits associated with proposed initiatives is clearly defined and supports informed prioritization and sequencing decisions.
- Work collaboratively with Strategy and Enterprise Planning, Senior Leadership, and others to establish/manage the enterprise roadmap, insights, reports, portfolio optimization framework, and other relevant details to enable senior leadership in evaluating the current and future Enterprise Initiatives Portfolio ("the Portfolio").
- Act as a trusted advisor to provide consultative insights on the Portfolio; may make recommendations on the priority and sequencing of initiatives to align Manitoba Hydro strategic goals with initiative execution.
- Develops insight reports and participates in cross-functional, multi-disciplinary Portfolio reviews that resolve complex strategic issues relating to the alignment of Initiatives to Strategy 2040 and the Enterprise Plan.
- Champion benefits management and realization for the Portfolio:
 - Ensure Benefits Plan alignment between Business/Value Case and strategy.
 - Create and manage the Portfolio Benefits Realization Plan, and the Benefits Plan/Registers in consultation with Senior Leadership and their teams.
 - Support stakeholders with adoption and implementation of benefits realization processes, tools, and templates via training and documentation.
 - Manage business unit(s) expectations with respect to EPMO services, identifying gaps between business needs and EPMO capabilities, working with stakeholders and centers of expertise across the enterprise to continually evaluate and improve its

methodologies, processes, templates, and tools, while creating opportunities to accelerate the maturity of enabling capabilities across the enterprise.

- Work closely with other EPMO team members and partners to ensure a unified, consistent approach and process. Provide backup support for Portfolio Integration Lead.

Qualifications:

- Completion of a four-year degree in Business or a related field with five years of experience or a two-year diploma with seven years of experience in a relevant discipline, including three years' experience related to portfolio and benefits management, or an equivalent combination of related education and experience.
- Experience working in a portfolio management role with a proven track record of delivering measurable business outcomes in a complex, dynamic business environment.
- Experience in portfolio management, including initiative intake and optimization processes, and developing portfolio roadmaps.
- Expertise in the development and utilization of enterprise portfolio management tools/techniques governance and compliance frameworks and processes, including quality assurance, regulatory, and audit requirements.
- Experience in developing and/or supporting others in the development of benefits management plans.
- Knowledge and Experience in Change Enablement/Management, Enterprise Risk Management, and/or strategic planning would be an asset.
- Knowledge of the Power and Utilities sector is an asset.
- Benefits Management certification is an asset.
- PMI-PMP certification (Project Management and Portfolio Management), or equivalent, is an asset.
- Excellent understanding of the Manitoba Hydro's business context, regulated utility environment, and the evolving energy landscape.
- Communicator and influencer with exceptional oral, written, and graphic communication skills and the ability to distill complex information into a compelling story.
- Strong aptitude and skills for innovating processes with business intelligence and digital solutions. This may include skills with M365 productivity tools (SharePoint Online, PowerApps, Power BI etc.).
- Superior ability to cultivate and maintain collaborative and strategic relationships with a broad range of internal stakeholders with the ability to act as a thought-partner to enable Senior Leadership decision making and successful delivery of the Portfolio.
- A high degree of integrity, initiative, creativity, organization, and judgment, with proven ability to work independently under broad guidelines and minimum supervision.
- Results driven and proactive, with a demonstrated ability to manage ambiguity, tight deadlines, and constraints, while adapting to meet the ever-changing needs of the organization.

Salary Range

Starting salary will be commensurate with qualifications and experience. The range for the classification is \$3,394.27-\$4,686.21 Bi-weekly / \$88,251.02-\$121,841.46 Annually.

Apply Now!

Visit www.hydro.mb.ca/careers to learn more about this position and to apply online. The deadline for applications is **APRIL 30, 2024**.

We thank you for your interest and will contact you if you are selected for an interview.

This document is available in accessible formats upon request. Please let us know if you require any accommodations during the recruitment process.