Manitoba Hydro
energy for life

EMPLOYMENT OPPORTUNITY

Closing Date: 2026/12/01

Contracts Engineer (Civil, Computer, Electrical or Mechanical Engineer)

Winnipeg, MB

Manitoba Hydro is consistently recognized as one of Manitoba's Top Employers! We are 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 champions safety, supports innovation, and delivers on our commitment to customer service - while actively fostering a diverse, equitable, and inclusive workplace reflective of the communities we serve.

Great Benefits

- Competitive salary and comprehensive benefits package.
- Defined-benefit pension plan for long-term financial security.
- Enjoy a work schedule that typically provides every second Monday off (subject to location and operational requirements), supporting a balanced approach to work, family life and community.

Position Overview:

We are seeking a Contracts Engineer to join the Project Management Center of Expertise Department. Reporting to the Contracts & Claims Management Section Head, Project Management CoE Department, the Contracts Engineer – Team Lead will be responsible for continuous improvement of procurement and contract management practices within the Project Management Division, expertise for standards and procedures for the procurement cycle, and be the subject matter expert for contracting strategies and contract development. The Contracts Engineer will lead the team responsible for providing expediting services for the division.

Responsibilities:

- Leads the development and supports execution of procurement and contract management strategies for large scale and strategically important capital projects.
- Provide subject matter expertise, coaching and support in project delivery, procurement and contract management to the Division.
- Supervise a team of expediters including directing and assigning work, development planning and performance management.
- Lead and direct research, development, implementation, and continuous improvement of standards and procedures of the procurement cycle and for contract models within the division and across the enterprise as it pertains to delivering capital projects.
- Acts as a key point of contact with Supply Chain Management (SCM) for the Division with respect to SCM initiatives and works with project management to improve the quality of contract documents.
- Develop and maintain relationship with Supply Chain Management. Utilize relationships to further the Project Management Division's needs on topics ranging from Policy and Administration to Tender Preparation.
- Advocates for and leads the continuous improvement of contract templates, considering internal sources of knowledge and expertise and best practices from across the Canadian utility industry, to support divisional project needs.
- Acts as a strategic advisor to PM's for procurement strategies, procurement documents, tender evaluation and award recommendations.
- Acts as a subject matter expert and resource to PM's to assist with recommended practices for commercial contract management (including contract change management).
- Responsible for contract development of key divisional initiatives and priority projects
- Oversees development and maintenance of various service, outline, and framework agreements to meet the division's needs.
- Support negotiation of key contractual agreements.
- Work with internal or external legal advisors on contract management issues where significant legal or financial implications may arise.

Qualifications:

- Graduate in Engineering from a University of recognized standing and a minimum of seven years of related experience, including five years of directly related experience in contract development and management.

- Professional member in good standing with Engineers Geoscientists Manitoba (or willingness and ability to attain within a specified amount of time).
- Additional training in project management practices would be considered an asset.
- Have knowledge of contract management and control procedures.
- Possess a thorough knowledge of Corporate policies and procedures and regulations.
- Demonstrated ability to build positive and effective working relationships with others at all levels, both inside and outside the Corporation.
- Strong leadership and organization abilities.
- Demonstrated organizational skills, high degree of initiative and the ability to work independently, while functioning in a team environment within the organizational setting.
- Ability to plan, organize and control activities of multiple schedule-critical concurrent work assignments within the area of responsibility with a minimum of direction and supervision.
- Ability to perform in a coordinating role effectively and diplomatically, often under difficult project circumstances.
- Proven analytical capacity for assessing complex situations and problems, and an ability to translate ideas/concepts into process systems.
- Aptitude for reviewing and interpreting complex legal agreements and policies.
- Proven ability to negotiate agreements of a contractual nature and find win-win outcomes under difficult circumstances.
- Supervisory skills and experience, including leadership and development skills, attendance and performance management, delivering effective feedback, team-building and delegation.
- Advanced knowledge of project delivery models and procurement strategies.
- Knowledge and experience in change management required to implement initiatives effectively.
- Possess a valid Province of Manitoba Driver's Licence.

Salary Range

Starting salary will be commensurate with qualifications and experience. The range for the classification is $52.88-$72.45 Hourly, $101,332.40-$138,828.30 Annually.

Apply Now!

Ready to join a team that energizes Manitoba and puts safety, innovation, and inclusion at the heart of everything we do? Visit www.hydro.mb.ca/careers to learn more about this position and to apply online.

Application deadline: DECEMBER 1, 2026.

We appreciate your interest in Manitoba Hydro and thank all applicants. Only those selected for the next stage of the selection process will be contacted.

If you require accommodations during the recruitment process or need this posting in an accessible format, please let us know - we're committed to a barrier-free experience for all candidates.

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