



Technical Manager- Water/Wastewater SCADA

The Opportunity

Ulteig is currently seeking qualified candidates for a Technical Manager position for the Automation, Integration, and System Protection (AISP) department. This role will focus on leading a water & wastewater (w/ww) SCADA engineering team of professionals with an electrical engineering and technician background while supporting utility and/or municipality projects, business development, and company initiatives.

What You'll Do

Interact closely with other corporate business units such as sales, marketing, account management, and project management. The Technical Manager is a self-starting technical leader with expertise in leadership, w/ww SCADA, resource management and engagement, business acumen, industry framework, and consulting engineering.

Management Responsibilities – 50%

- Maintain and grow a positive team culture.
- Provides strategic direction, leadership, and technical services oversight for employees on achieving individual, team, department, and organizational performance goals.
- Creates and manages team budget for financial responsibility. Includes but is not limited to revenue, profitability, and indirect expenses (training costs, reward, and recognition costs, team event costs, etc.).
- Coaches, trains, and develops engineering technical staff for growth and development opportunities. Responsible for regular 1:1 meetings, career development discussions, succession planning, quarterly reviews, individual promotions, team retention, and yearly team engagement survey results.
- Actively manages team resource planning, cross-team and cross-office resourcing collaboration, individual performance reviews, annual merit and bonus decisions, training, and professional development for team members.
- Support the role of hiring manager as well as company-wide hiring for successful growth which includes; regular evaluation of candidate resumes, technical phone screens, collaboration with HR partners, and regular in-person interviews and debrief assessments.

Project Technical Lead - 30%

- Manages and leads all engineering activities during the proposal, design, construction, and integration stages of SCADA projects that are assigned.

- Provides SCADA project oversight, including managing engineering scope according to technical contracts, developing change orders, and maintaining project schedules.
- Directs and coordinates activities of several disciplines and Project Management on a project of significant scope or a combination of large projects.
- Maintains high levels of quality and responsiveness to meet internal and external client requirements in alignment with company expectations.
- Oversee design activities of team members.
- Responsible for reviewing project drawings, control narratives, and SCADA application files. Assumes responsible charge as needed.

Business Development Responsibilities – 20%

- Participates and partners with members of the Sales team and engineers throughout the organization to promote revenue growth and expansion of services with existing and prospective clients.
- Supports proposal efforts by developing, providing resources, and reviewing proposals by working with the Proposal Development Team and Project Management group.
- Maintains and builds positive client relationships.
- Participates with cross-functional teams on strategic initiatives for the company and/or department.

What We Expect from You

- Bachelor's degree in Engineering from a Canadian university program accredited by the Canadian Engineering Accreditation Board (CEAB) or equivalent
- 7-10+ years of experience in w/ww SCADA design/integration preferred
- P.Eng registration, OACETT-C.E.T., or C. Tech is preferred
- 7-10+ years of prior management experience preferred
- Must be analytical, self-motivated, and possess the ability to work in high-pressure situations while maintaining a positive, enthusiastic, and collaborative attitude
- Focused and passionate about internal engagement and maximizing the development of others.
- Strong business acumen and industry knowledge
- Knowledge of SCADA systems is a plus
- Demonstrates strong interpersonal skills with the ability to establish and maintain effective working relationships with staff, management, public and external agencies
- High level of initiative and demonstrated ability to manage multiple projects with clear expectations and highly responsive, internally and externally

- Excellent presentation and verbal/written communication skills
- Displays a high level of initiative and explores new opportunities while understanding the risk to the organization
- Proven experience in Microsoft Software Applications (Word, Excel, PowerPoint, and Access) and additional software knowledge depending on specialty.
- Valid driver's license and ability to meet company driving standards.
- Must have authorization to work permanently in Canada
- Must be able to travel 25% of the year
- Must have the ability to travel across the United States and Canada

As you consider applying for a position at Ulteig, we encourage you to think outside the box – because we do! You might not meet 100% of the skills listed in a description, but we are committed to hiring people with exceptional talent, ability and potential, and then creating an environment where they can become the best versions of themselves. We don't want to miss out on the possibility of speaking with the next outstanding Ulteig team member, so please apply if you think this role is a great match for your unique skills and strengths. And, yes, relevant military experience is absolutely considered for transitioning service members.

What You Can Expect from Ulteig

Ulteig is a purpose driven organization that has built a culture focused on people – both our clients and our employees –for over 80 years. Working at Ulteig is more than a job, opening opportunities to make an impact by creating and solving for a sustainable future. We recognize our success relies heavily on the dedication and focus of our workforce; this is why we make investing in our employees a top priority. We prioritize flexibility and staying connected to meet your needs and help you achieve your goals. We value your unique perspective, respect your individuality and celebrate your contributions. At Ulteig, we take our own success and the success of our clients personally.

We offer our team members:

- Flexible Workplace
- Competitive Pay
- Comprehensive Benefits Package
- Collaborative Environment
- Innovative Culture

Our vision is to be the most trusted partners transforming our world's critical infrastructure. Ulteig connects people and resources to develop compelling, integrated solutions across multiple Lifeline Sectors®, including Power, Renewables, Transportation and Water. Ulteig is a trusted partner in engineering North America's essential infrastructure and leverages its expertise with a wide range of public and private clients.

At Ulteig, we care deeply about our team, listening to their needs and ensuring they have the tools necessary to be productive whether they choose to work remotely, hybrid or in office. Regardless of where you work, you are empowered to build a workday that best suits your strengths. We strive to ensure a balance and separation between home and work life. We support a flexible working schedule so employees are able to focus on what's important to them.

If you would like to be a part of a company that empowers their employees, apply today!

Ulteig is a Drug Free Workplace

ACHIEVE | GROW | COLLABORATE

Additional Opportunity Details:

Target Base Compensation Range for this role is \$127,500 - \$172,500 CAD

** Factors that may be used to determine your actual salary include your job specific skills, education, training, job location, number of years of experience related to this role and comparison to other employees already in this role*

This position will be posted for a minimum of 3 days and will continue to be posted for an average of 60 days until a qualified applicant is selected or the position has been cancelled.

Notice to Recruiters and Staffing Agencies: to protect the interests of all parties, Ulteig Engineers, Inc., will not accept unsolicited resumes from any source other than directly from a candidate or an approved vendor that has a written and signed agreement in place with Ulteig. Please do not contact or forward resumes to our company employees or locations. Any unsolicited resumes will be considered Ulteig property. Ulteig is not responsible for any charges or fees related to unsolicited resumes.