

Director of Operations

Location: Muskoka, Ontario

About Us:

Lakeland Holding Ltd. is the holding company for Lakeland Power Distribution Ltd., Lakeland Generation, Lakeland Networks & Lakeland Solutions.

Lakeland Power is seeking a strategic and hands-on Director of Operations to lead and manage the utility's Lines, Facilities, and Engineering functions. This role ensures the safe, reliable, and efficient delivery of electricity across our service territory. The Director oversees operational planning, infrastructure maintenance, capital projects, regulatory and policy compliance, and team leadership.

Key Responsibilities:

- **Operational Leadership**
 - Oversee operations of line crews, engineering staff, and facility maintenance.
 - Oversee the organization's policies and procedures and ensure adherence to all applicable codes and regulations.
 - Oversee emergency preparedness, including outage response, environmental hazards, public and/or personnel safety incidents and all other major business threats.
- **Engineering & Infrastructure**
 - Oversee planning and execution of capital and maintenance programs, including monitoring of efficiency and adherence to allotted budget.
 - Collaborate with engineering teams to ensure system reliability and regulatory compliance.
 - Oversee GIS, SCADA, and other operational technologies while fostering continual innovation and technological growth
- **Facilities Management**
 - Oversee maintenance and upgrades of utility-owned buildings, substations, and fleet assets.
 - Ensure facilities meet health, safety, and environmental standards.
- **Strategic Planning & Budgeting**
 - Develop and manage departmental budgets, capital plans, and operational forecasts.
 - Contribute to long-term strategic planning and asset management initiatives.
- **Team Development & Leadership**
 - Lead, mentor, and develop a high-performing operations team.
 - Foster a culture of safety, accountability, and continuous improvement for all departments and staff of all levels.
- **Stakeholder Engagement**
 - Liaise with municipal partners, contractors, regulators, and internal departments.
 - Represent Lakeland Power in industry forums and regulatory consultations.

Qualifications:

- Post-secondary education in Electrical Engineering, Civil Engineering, or a related technical field.
- Minimum 10 years of progressive experience in utility operations, with at least 5 years in a leadership role.
- Strong knowledge of Ontario's electricity distribution sector, including regulatory frameworks and technical standards.
- Proven experience managing line operations, engineering projects, and facility maintenance.
- Excellent leadership, communication, and project management skills.
- Valid Ontario driver's license and ability to travel within the service territory.

Preferred Assets:

- Professional Engineer (P.Eng.) designation or CET certification.

What We Bring to the Table:

- Competitive compensation package
- OMERS Pension
- Manulife Benefit Package
- Innovative work environment
- Positive & collaborative company culture
- Career development opportunities

Interested candidates should submit their cover letter and resume at <https://lakelandholding.bamboohr.com/careers/42> by 5 pm on October 13th, 2025.

Lakeland Holding Ltd. is an equal opportunity employer, and we value the importance of diversity, dignity and worth of every individual in the workplace. Lakeland offers accommodation for applicants with disabilities in its recruitment processes. If Lakeland contacts you regarding a job opportunity, please advise prior to the interview if you require accommodation. We thank all applicants, but only those selected for an interview will be contacted.