

Engineering Supervisor

Position Overview

The Engineering Supervisor plays a key leadership role in managing Lakeland Power's Engineering team, GIS systems, and asset management programs. This role is an excellent opportunity for experienced Engineering Technicians who are ready to transition into a leadership position. This position oversees distribution system design, asset management standards, SCADA systems, GIS, Joint Use Agreements, and capital planning aligned with Lakeland Power's 5-year strategy. The Engineering Supervisor also supports future infrastructure planning based on asset conditions to meet the electricity needs of our communities. As part of the leadership team, this role contributes to organizational goals, strategies, and financial plans to ensure effective delivery of programs and services.

Key Responsibilities

- Oversee designs for new installations, subdivisions, Offers to Connect, rebuilds, upgrades, and relocations of the distribution system.
- Lead and support Engineering Technicians in the office & field, ensuring safe, efficient, and high-quality execution of projects and maintenance activities.
- Provide data, insights, and support to Operations, Finance, and Business Process teams
- Ensure compliance with LPDL standards, Ontario Regulation 22/04, OEB and ESA regulations, and other applicable codes.
- Deliver designs on time and within capital budgets.
- Lead reviews and continuous improvement of the design/build cycle to align with industry best practices.
- Coordinate site plan reviews to identify hydro servicing requirements for new developments.
- Develop and implement Asset Condition Assessment policies and procedures.
- Support capital planning and budgeting processes in line with corporate timelines.
- Prepare documentation for regulatory and financial reporting as required.
- Demonstrate safety leadership and ensure adherence to Health, Safety, and Environmental programs.
- Review third-party attachment applications and designs.
- Support development of non-regulated services/businesses as needed.
- Perform additional tasks as assigned to support organizational objectives.

Qualifications & Skills

- Degree or diploma in Electrical Engineering or Electrical Technology from a recognized institution.
- Engineering experience in a utility or similar industry is required.
- Past leadership experience is an asset.
- Strong knowledge of electrical power distribution systems and related standards (ESA, CSA, Ontario Regulation 22/04, etc.).
- Familiarity with material and construction specifications, subdivision manuals, and economic evaluation policies.
- Proficiency in Microsoft Office, AutoCAD, ArcGIS, and SCADA systems.
- Excellent leadership, communication, and interpersonal skills with the ability to motivate and build consensus.
- Strong analytical and problem-solving abilities.
- Skilled in stakeholder management and navigating complex, multi-stakeholder environments.
- Commitment to safety, continuous improvement, and operational excellence.
- Valid G-class driver's license and clean driver's abstract required.



What Lakeland Power has to Offer?

- Competitive compensation package that includes a base salary plus a 10% performance-based incentive plan
- OMERS Defined Benefit Pension Plan
- Manulife Benefit Package
- Career development opportunities
- Be part of a forward-thinking team shaping the future of energy infrastructure.
- Work in a collaborative environment that values innovation, safety, and community impact.

**Interested candidates should submit their cover letter and resume
at <https://lakelandholding.bamboohr.com/careers/51> by end of day on January 25th, 2026.**

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.

*This vacancy is for an existing position