



## **Operations Supervisor**

### **Role Overview:**

Along with Bracebridge Generation and Lakeland Energy, Lakeland Power is one of the three subsidiaries of Lakeland Holding Ltd. Lakeland Power distributes electricity to more than 14,000 customers in Bracebridge, Burk's Falls, Huntsville, Magnetawan, Parry Sound and Sundridge. Our priorities are safety, customer service and reliability.

### **Key Responsibilities:**

- Leadership & Team Development
- Provide positive, proactive leadership that fosters collaboration, accountability, and respect.
- Coach and mentor team members to support their professional growth and skill development.
- Build a high-performing team culture focused on safety, reliability, and continuous improvement.
- Conduct regular check-ins and performance appraisals with an emphasis on constructive feedback and career progression.
- Promote open communication and engagement across all levels of the operations team.
- Lead by example in demonstrating Lakeland Power's values and commitment to safety and service excellence.

### **Operational Leadership:**

- Ensure staff and public safety at all times.
- Enforce compliance with OHSA, policies and procedures, EUSA and ESA rules.
- Manage direct reports including Lead Hands, Line Crews, and Labourers, as well as external contractors and stakeholders as assigned.
- Schedule daily work and annual on-call rotations for all direct reports based on operational needs and staffing requirements.
- Conduct regular crew visits (internal and contract staff) to verify proper Health and Safety procedures; document and report findings to the Operations Director.
- Provide on-site supervision for larger and more technical projects.
- Assist with budget preparation, monitor performance, and work toward achieving budget targets.
- Recommend improvements to processes, procedures, and workflows to maximize efficiency.
- Recommend training for employee safety and development to the Operations Director.
- Recommend improvements in safety and reliability for the distribution system.
- Assist with and document mandatory monthly departmental Health and Safety meetings.

### **Operational Maintenance & Coordination:**

- Ensure routine maintenance of Lakeland Power vehicles and tools.
- Coordinate with the Engineering Department to prioritize work projects for timely completion.
- Ensure completion of all required documentation by direct reports (e.g., tailboards, stock sheets, work protection).
- Notify necessary departments immediately of outages and restoration of power.
- Respond to customer concerns promptly and professionally.
- Collaborate with community partners and stakeholders within Lakeland's service area to meet operational needs.
- Work closely with Hydro One counterparts to ensure customer needs are met during outages.



- Ensure live line tools, protective equipment, and testing devices are sent for testing, calibration, and maintenance.
- Oversee completion of the tree trimming program per specifications and respond to hazardous tree removal requests.
- Maintain work permits and hold-off logs pertaining to UWPC.
- Act as controlling authority for switching and supporting guarantees with internal, external, and neighbouring LDCs.
- Maintain stations in accordance with Lakeland's Maintenance and Inspection program.
- Obtain pricing and tenders for upcoming jobs and equipment for approval from the Operations Director.
- Perform other duties as assigned by the Operations Director.

#### **Qualifications:**

- Red Seal Certified Powerline Technician (Linesperson) designation required.
- Minimum 5+ years of progressive experience in line operations, with demonstrated career growth and leadership responsibilities.
- Strong knowledge of Ontario's electricity distribution sector, including safety standards and regulatory compliance.
- Proven ability to lead, coach, and mentor line crews while fostering a positive team environment.
- Excellent leadership, communication, and organizational skills.
- Valid Ontario driver's license and ability to travel within the service territory.

#### **What Lakeland has to offer?**

- Competitive compensation
- OMERS defined benefit pension plan
- Employer-paid benefit package
- Flexible work arrangements
- Career development opportunities
- Work in a collaborative environment that values innovation, safety, and community impact.

**Salary Range:** \$115,000-130,000 + performance incentive

\*This vacancy is for an existing position

**Please submit your detailed cover letter, salary expectations, and resume to <https://lakelandholding.bamboohr.com/careers/63> by Sunday, August 9th at 11:59 PM.**

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 you are contacted by Lakeland 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.