

Source: **BC Hydro**
Job Title: **Vegetation Coordinator**
Job Location: **Victoria, British Columbia, Canada**
Annual Salary: **\$ 78,000.00 - 84,100.00**

Powered by water... and by people like you

Providing clean electricity to 4 million customers takes a diverse workforce and that's where you come in. We need your talent to help us build major projects to meet growing demand. To help our customers find clean energy solutions for their homes and businesses and to be ready to respond during storms and outages to keep our system reliable.

Working for BC Hydro is meaningful. And now, the stakes have been raised as we work towards a solution to climate change while safely providing clean, affordable electricity to our customers.

We offer a healthy work life balance, training opportunities and career progression. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers. Join us as we build an even cleaner B.C.

JOB DESCRIPTION

Duties:

- * Assists in the development of annual and long-term vegetation management work plans for review and approval by Operations management and submits to Integrated Planning. Responsible for site specific vegetation prescriptions based on risk to the system, safety, patrol inventories, species, species diversification, growth rates, site classification, identification of target and non-target vegetation, prioritization of identified maintenance to maintain Mandatory Reliability Standards (MRS) and vegetation clearances, reduction and elimination of target densities and environmental sensitivities. Implements work plans and prescriptions to ensure compliance with various regulatory requirements (such as NERC, forestry, environmental and MRS) to prevent potential violation penalties. Monitors and provides explanations for work plan variances to Integrated Planning. Prepares business justification for work plan change requests for management and Integrated Planning approval.
- * Performs a variety of complex contract management support by: estimating costs; conducting pre-job meeting; pre-approving payment completions based on field inspections; ensuring the optimum use of contractor crews and equipment; and assessing and evaluating contractor performance for future reference.
- * Oversees, monitors and inspects contractor crews to ensure work is in compliance with specifications, proper arboriculture standards and current best practices; ensures work performed by contractors meet safety and environmental compliance requirements. May provide technical advice, guidance and direction to contractor crews engaged in non-vegetation related activities.
- * Supports operational planning requirements, including the preparation of vegetation maintenance work packages for the BC Hydro transmission and distribution systems. Plans and defines the type of work and work methods required. Reviews work to ensure completion as planned and signs off or obtains sign off by a

registered professional on work packages to ensure compliance with regulatory requirements to prevent potential violation penalties and/or the issuance of stop work orders for violations by regulatory bodies.

* Gathers and compiles evidence of ground patrols (such as measurements and photos) for MRS compliance evidence collection. Identifies vegetation risks (such as low conductor to ground clearance areas) and develops and implements mitigation plans. Submits compliance evidence and mitigation plans to meet MRS compliance reporting requirements.

* Supports vegetation encroachment risk response in accordance with standard operating procedures within a specified timeframe by: assessing and confirming risk to determine appropriate response based on risk level; reporting vegetation encroachment to applicable stakeholders for mitigation action; coordination resources for the removal of vegetation; collecting and submitting vegetation measurement data in the field for compliance evidence reporting; and participating in violation investigation interviews as required.

* Performs quality and completion checks of transmission vegetation patrol data collection from contractors and signs off on patrol records. May support the preparation of quality assurance reports to identify areas of improvements of data collection within the patrol record and tracking completion quality reviews to facilitate the assessment of contractor performance.

* Responds to a variety of customer inquiries and complaints related to vegetation management activities. Liaises with First Nations, internal/external groups and agencies on matters related to vegetation management work. Participates in community and outreach programs to ensure BC Hydro information is distributed within the community. Negotiates tree removal and related issues with the public and resolves claims related to vegetation management work.

* Provides technical advice and guidance to management related to the resolution of vegetation and operational and maintenance related problems. Coordinates activities of vegetation process resources during major weather events.

* Performs duties of a minor nature related to the above duties which do not affect the rating of the job.

Qualifications:

Forestry, Horticulture or Environmental studies from an Institute of Technology; OR Certificate in Arboriculture from a recognized college.

* Registered with the Forest Professionals British Columbia (FPBC) or must be eligible for registration and register with the FPBC within two (2) months of hire and complete requirements within two (2) years of registration; OR registered with the International Society of Arboriculture as a Certified Arborist and as a Certified Utility Specialist; OR registered as a Certified Utility Arborist, Arborist Technician or Climbing Arborist.

* Four (4) years experience working in utility vegetation management or in the field of forestry vegetation management. Requires completion of a variety of in-house courses related to contract administration and environmental issues and specific applications/systems; or must be completed within three (3) months of starting in the job.

* Must hold a valid class five (5) driver's license.

ADDITIONAL INFORMATION

What we offer

- A comprehensive benefits package
- A minimum of 15 paid vacation days
- A lifetime pension
- Flexible work model, depending on your role type
- Training and development courses

For more information on the benefits we offer, visit bchydro.com/benefits.

What else you should know

This position is affiliated with the Movement of United Professionals union (MoveUP/COPE).

<http://moveuptogether.ca>

- * This is for a full-time permanent (FTR) MoveUp Group 10 opportunity based out of Victoria, BC.
- * Please be advised that this role has been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment.
- * A condition of employment for this job is that you maintain your Class 5 Driver's License in good standing.
- * As part of the selection process, applicants may be required to take a written test/assessment or do a presentation.
- * Frequent exposure to field work. Up to 80% of time spent in the field in urban, rural and wilderness areas. Frequently exposed to all weather conditions, works in construction areas and regularly hikes with a lightly weighted backpack (up to 20 lbs) and walks over rough terrain in wilderness areas on a regular basis.
- * Some exposure to wild animals and dogs. Occasional exposure to irate customers and to hazardous materials.
- * May be required to spend up to 50 nights a year away from home.
- * May use helicopters in inspection work.
- * Drives a 4X4 on back roads and may use Off-Highway Vehicles (OHV) as required.

Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays.

Location: Victoria, British Columbia, Canada, V6B 4N1

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by **January 19, 2026**.

[Click here](#) to access the job posting or visit the [BC Hydro "Current Opportunities" Careers page](#) to view and apply for jobs.

You must use a supported browser, such as Firefox, Internet Explorer, Google Chrome or Safari. Your pop up blocker will also need to be disabled for the BC Hydro Careers site.

On the BC Hydro Careers site, click on the Apply button in order to complete the steps to apply for this job. Please be sure to update your Candidate Profile with your current resume and include copies of your certifications, if applicable.

We're always looking for exceptional people to bring new ideas, fresh thinking and the motivation to help shape the electricity system in B.C. It's an exciting time to be a part of our team as we invest in our system and prepare to meet the challenges of tomorrow.

Our values guide our work. Want to join us?

We are safe.

We are here for our customers.

We are one team.

We include everyone.
We act with integrity and respect.
We are forward thinking.

BC Hydro is an equal opportunity employer.

We include everyone. We welcome applications from anyone, including members of visible minorities, women, Indigenous peoples, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities.

We are also happy to provide reasonable accommodations throughout the selection process and while working at BC Hydro. If you require support applying online because you are a person with a disability, please contact us at Recruitmenthelp@BCHydro.com

Flexible work model role definitions

Our four role types identify the degree of flexibility an employee could have to work from home based on the type of work they do. The flexibility for an individual job is up to the manager for each position and the operational requirements. Employees also have the right to work full-time from the office if they prefer. All of our roles require at least some in-person time.

IBEW/Field – No option to work from home

Resident – Works primarily (4+ days per week) in the office.

Hybrid – May be able to work from home up to 3 days per week.

Remote – Works from home 4+ days per week