



## EMPLOYMENT OPPORTUNITY

**Closing Date:** 30.04.2024

### **BUSINESS PERFORMANCE SYSTEMS ANALYST WINNIPEG, MB**

Manitoba Hydro is consistently recognized as one of Manitoba's Top Employers!

#### **Great Benefits**

- Competitive salary and benefits package.
- Defined-benefit pension plan.
- Nine-day work cycle which normally results in every other Monday off, providing for a balanced approach to work, family life and community.
- Flex-time and partially remote work schedule (providing the option to work remotely 3 days per 2 week period), depending on nature of work, operational requirements and work location.

Manitoba Hydro is a leader among energy companies in North America, recognized for providing highly reliable service and exceptional customer satisfaction. Join our team of Manitoba's best as we continue to build a company that supports innovation, commitment and customer service.

We are seeking a Business Performance Systems Analyst to join our Business Solutions Department. Under the direction of the Business Performance Section Head, the Business Performance Systems Analyst supports the development, tracking, monitoring, and reporting on, Business Unit and Divisional key performance indicators (KPIs) linked to strategy and goals; leveraging data and analytics to improve performance and productivity. This position enables Operations decision making through the business-focused interpretation of meaningful metrics.

#### **Responsibilities:**

- Develop list of core services and processes across the Operations Business Unit; identifying, recommending, and developing corresponding productivity and performance measures.
- This includes development of scorecards and dashboards to track, monitor, and report on business unit and division KPIs and metrics.
- Collaborate with Business Solution sections to provide business performance guidance and support, recommending and developing KPIs and metrics for business planning, budgets, and operations initiatives.
- Leverage data analytics and business intelligence to produce insight into actionable business decisions that drive value.
- Respond to business performance information requests using data analysis and tools and prepare and/or present information through formal communication to key stakeholders, including Senior Management.
- Lead business performance initiatives: identifying opportunities and evaluating, recommending, and implementing reports tracking and workflow solutions, incorporating effective change management processes.
- Responsible for providing leadership, guidance, and support to Operations on data analytics and/or business intelligence practices, tools and technology applications, including Microsoft Power Platform (Power BI, Power Apps, Power Automate).
- Liaise with Digital & Transformation on Master Data Management best practices, data governance, and processes.
- Develop and define reporting standards and data retrieval processes for Operations.
- Responsible for the integrity of Operations data and information included in reports.
- Research and solicit performance metric best practices from other utilities.
- Collaborate with Operations' divisions and critical stakeholders in all business units to drive continuous improvement.
- Develop and maintain strong working relationships and knowledge necessary to assess and understand the longer-term, strategic needs of internal customers.
- Act as a point of contact for stakeholders outside of Operations for Operations' business performance support.
- Research and remain up to date on emerging trends and IT advancements in required area of expertise to ensure Operations' needs and expectations are met.

#### **Qualifications:**

- Completion of a four-year degree in Commerce, or related discipline plus five years of directly related experience.
- OR

MANITOBA HYDRO IS COMMITTED TO DIVERSITY AND EMPLOYMENT EQUITY

- An equivalent combination of related education and experience.
- Demonstrated advanced level experience with data retrieval, development of reporting standards, key performance indicators, productivity and performance metrics, complex dashboards/reports, sophisticated data analysis, data accuracy, and integrity.
- Demonstrated advanced level experience with leveraging data analytics and business intelligence to produce insight into actionable business decisions that drive value.
- Demonstrated advanced level experience and understanding of financial budgets and analysis.
- Demonstrated ability, advanced level experience and knowledge of data analytics and business intelligence practices, tools and technology applications, including Microsoft Power Platform (Power BI, Power Apps, Power Automate).
- Demonstrated advanced knowledge and extensive experience and aptitude in the development of spreadsheet applications including pivot tables, queries, macros, etc.
- Demonstrated knowledge and experience in enterprise IT systems, applications, and platforms to investigate and extract data.
- A problem solver who is comfortable being hands on with demonstrated advanced level ability and experience in driving continuous improvement.
- Excellent analytical and conceptual thinking skills with demonstrated aptitude and experience in ability to exercise sound judgement when making decisions related to the development and implementation of technology and business process solutions.
- Demonstrated ability to provide leadership in planning, organizing, and coordinating multiple activities within strict timelines.
- Demonstrated ability and experience in strategic planning and business unit planning activities.
- Superior interpersonal and communication skills; with the ability to establish and maintain effective working relationships with senior management and staff throughout the corporation.
- Knowledge of utility operational activities and requirements.
- Demonstrated ability to work effectively with a broad network of internal stakeholders.

**Salary Range**

Starting salary will be commensurate with qualifications and experience. The range for the classification is \$41.98 -\$57.92 Hourly, \$80,437.76-\$110,992.96 Annually.

***Apply Now!***

Visit [www.hydro.mb.ca/careers](http://www.hydro.mb.ca/careers) to learn more about this position and to apply online.  
The deadline for applications is **APRIL 30, 2024**.

We thank you for your interest and will contact you if you are selected for an interview.

***This document is available in accessible formats upon request. Please let us know if you require any accommodations during the recruitment process.***