

VICE PRESIDENT - OPERATIONS

COMPANY PROFILE

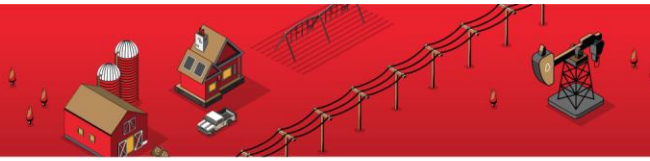
EQUUS was founded on the co-operative spirit. Our core values of Quality, Accountability, Community and Knowledge define the attitude our teams bring to work every day. Together, we connect rural Alberta and enrich the lives of our members.

JOB PURPOSE:

As a member of the EQUUS Executive Team, the Vice President of Operations is accountable to attract and retain members by ensuring EQUUS provides safe and reliable electrical services throughout our service areas. This accountability includes the development of safe work practices, business development to attract new members, and the safe ongoing operations to procure, install and maintain the necessary electrical infrastructure to meet member's needs.

DUTIES:

- Consistently apply Values-Based Leadership to create an organization that motivates employees by connecting EQUUS' organizational goals to employees' values and communicates EQUUS' values in a way that employees are inspired to fulfill the organization's mission.
- Participate with other members of the Executive Team to develop the strategies and plans to create and maintain a highly effective organization that meets members and employees' expectations.
- Develop the annual revenue and expense budgets for the Operations Group including staffing, equipment, new construction, annual planned projects, inventory management and business development.
- Ensuring effective development of new standards and work practices that are consistently applied in all Areas.
- Oversee the development and execution of annual work plans in Standards and the three Areas within approved budgets and timelines.
- Develop the annual Business Development plan that includes member attraction and retention targets, business development initiatives and associated budgets.
- Oversee the development of EQUUS' systems plan that describes an accurate path forward for the development of infrastructure to meet the needs of current and prospective new members and new types of members.
- Ensure that practices are consistent across the three Areas so that staff can be deployed into other areas on an as needed basis.
- Lead or participate in special projects.
- Ensure that the needs of all Areas are considered in the development of new standards and work practices.



- Ensure that new initiatives are effectively rolled out to the Areas in a timely and coordinated manner so that disruption is minimized.
- Develop an integrated and highly effective Operations Leadership team that is focused on the needs of prospective and existing members; and
- Ensure that all resources (staff, equipment, inventory facilities and budget dollars) are managed prudently and are deployed in a manner that provides the greatest return on investment.

REVIEW AND APPROVAL OF WORK:

This position reports to the Chief Executive Officer.

JOB REQUIREMENTS AND QUALIFICATIONS:

- Demonstrated ability to meet or exceed P&L expectations of a growing business.
- Demonstrated strong leadership capabilities with a track record of coaching and mentoring employees; and,
- The ability to lead, through others, an organization that is in several geographic locations.

EDUCATION AND EXPERIENCE:

- A Business degree such as a B. Comm, MBA or a P.Eng;
- 10 + years of progressive leadership experience in operations and business development; and
- Experience in the electrical or power line industry.

COMPENSATION

EQUUS strives to attract and retain highly skilled talent and expertise vital to our organization's success. We offer competitive wages, a comprehensive benefits package, and excellent opportunities for development and growth.

Power up your career by joining the EQUUS team!

Submit your application to HR@EQUUS.CA

EQUUS would like to thank you in advance for your resume. It will be kept on file for six months from the date it is submitted. EQUUS REA LTD. (EQUUS) collects only that personal information about job applicants that is needed to determine suitability for employment. The information will be used only for the purpose of evaluating that suitability. EQUUS will not distribute your information to anyone else. After six months your application, and any personal information collected about you during the verification process, will be destroyed.