

1 Q. (Reference 2017 GRA Volume I, page 3.43 and 3.44) It is stated (page 3.43, lines 23  
2 to 26 and Page 3.44, line 1) *“With the changes facing Hydro in the near term, it has  
3 become clear that there is a need to coordinate the activities the Company must  
4 undertake to ensure its ability to capitalize on the opportunities provided by the  
5 interconnection of these new HVdc transmission lines. Hydro has therefore created a  
6 new temporary position, Manager, Interconnection & Integration, reporting directly  
7 to the President.”* Please provide the job description for this individual.

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10 A. Please refer to CA-NLH-112, Attachment 1.

## Interconnection Integration Manager

### Location Information

Company: Newfoundland and Labrador Hydro  
Department: Hydro Management  
Location: St. John's, NL

### Organization Reporting

#### Direction Received:

The Integration Manager (IIM) reports directly to, and receives general direction from the President, Newfoundland and Labrador Hydro (Hydro). The successful integration of the new assets associated with Muskrat Falls, Labrador Transmission Assets, Labrador Island Link and the Maritime Link are critical to the supply of power and energy to Hydro's customers in the province as well as capitalizing on the opportunities provided by transmission interconnection to the North American electrical grid. The IIM will extensively work cross-functionally, across the organization and with external stakeholders as required, to fulfill the goals, objectives, and mandate as assigned, and is expected to exercise a high degree of personal initiative and judgment.

#### Direction Exercised:

The IIM will provide oversight to project teams comprised of individuals from across the organization to perform tasks and deliver on assignments. The IIM will work extensively with Hydro Management and Nalcor Management to ensure alignment on, and awareness of, key aspects of the integration of generation and transmission assets and associated interconnection to the North American grid via the Labrador Island Link project of Nalcor and Maritime Link project of Emera.

#### Summary of Job Function:

In this senior position, the incumbent has overall responsibility for ensuring all activities necessary for the successful integration and operation of these assets are documented, assigned respective owners and that progress and schedule are tracked and reported in a timely manner to ensure critical dates are successfully met. The incumbent has the latitude to ensure action is taken when critical tasks or activities are deemed to be in jeopardy. Actions will ensure alignment and successful integration of assets. Aspects of this interconnection cover many corporate entities including non-Nalcor entities and it is essential that Hydro ensure the successful integration of all aspects for the benefit of its customers. In addition to assuring the implementation of terms of existing agreements, the IIM is responsible for the identification of needs for new agreements, ensuring they are completed and ensuring the implementation of the terms within. The IIM will also work with other Nalcor Energy lines of business when required, to ensure alignment on aspects of integration for which there are multiple interests which must be considered.

The incumbent is responsible for advising Hydro Management on all matters relating to the management of the integration process.

### **Principal Activities, Duties, and Responsibilities**

#### **Primary focus areas:**

- Provide overall coordination of activities within Hydro with respect to managing the integration of all newly interconnected generation and transmission assets, including new assets, modified assets as well as new interconnections to existing assets, and have responsibility for the consolidation of all actions necessary to ensure the successful completion of all critical integration activities in preparation for operations, for Hydro;
- Liaise with stakeholders to identify, and maintain awareness of, activities that relate to the integration of generation and transmission assets. This will include the development and ongoing management of a multi-year work plan detailing all critical integration activities and providing regular status updates on these activities to Hydro Management;
- Responsible for the development and ongoing management of a risk register for each of the critical integration activities, and for identifying and recommending measures to mitigate these risks, as well as opportunities to expedite critical activities where appropriate;
- Review, and provide input to, existing plans for critical integration activities within Hydro, including resourcing plans, to ensure appropriate support is available to enable their successful completion within the available timeframe;
- Represent Hydro's interests in the negotiation of agreements which have an integration component, especially those related to the operation and maintenance of assets not owned by Hydro but which are, or may be, needed to supply Hydro's customers, and be accountable for ensuring the implementation of terms contained within these agreements;
- Responsible for ensuring Hydro's approach to integration is aligned with Nalcor Energy strategic objectives where possible, but with a primary focus on protecting the interests of Hydro, and giving appropriate consideration to regulatory issues due to Hydro's status as a regulated public utility;
- Develop an awareness of and advise on key current issues, industry trends, and other external factors which may influence Hydro's strategic approach to integration activities such as implementation of open access transmission procedures, NERC reliability criteria and/or an independent system operator; and

- Responsible for facilitating the coordination of short term integration related activities affecting Hydro's system, including, but not limited to, system and equipment outages related to commissioning of new assets;
- Responsible for reporting to the President of Hydro on all critical tasks, outlining timelines and potential risks to success, and identifying appropriate actions to be completed by technical resources.

Other Functions of the position include:

- Provide safety leadership, encouraging and fostering a safe work environment, and take all opportunities to provide safety FELT leadership throughout Hydro;
- Ensure the integrity and accuracy of all information and reports prepared in support of Leadership, Board and other meetings, and prepare and provide additional information as required; and
- Other functions and duties as required.

**Job Specifications**

Education and Experience:

- Engineering designation and/or Masters in Business Administration with 10+ years of progressively responsible experience.

Special Skills, Job Requirements, Working Conditions, etc.:

- Strong interpersonal and project management skills to foster effective working relationships and timely execution of quality deliverables, and to establish and maintain effective working relationships throughout Hydro and amongst stakeholders within other Nalcor Energy lines of business, the Government of NL, and other electricity generation and transmission companies in NL and neighbouring jurisdictions;
- Experience in the electrical power generation and transmission industry, and in particular that of regulated public utilities, with a strong technical and commercial background;
- Experience negotiating and/or implementing agreements related to electrical assets, such as operations and maintenance agreements and/or power purchase agreements;
- Strong analytical and problem solving abilities; and

- Strong oral communication skills and an ability to create succinct and effective presentations to all levels of personnel across Hydro and to key stakeholders, including the Shareholder.