

# Indigenous Employment Guide





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We acknowledge the traditional lands and treaty territory of the people of the Saugeen Ojibway Nation (SON), which includes the Chippewas of Nawash and Saugeen First Nations. Bruce Power is dedicated to honouring Indigenous history and culture and is committed to moving forward in the spirit of reconciliation and respect with the Saugeen Ojibway Nation (SON), Metis Nation of Ontario (MNO) Region 7 and the Historic Saugeen Métis (HSM) and to leading by example in our community and industry.



## Message from Cathy Sprague

### Executive Vice-President, Human Resources

I want to thank you for taking the time to review Bruce Power's Indigenous Employment Guide. Choosing a career path is an exciting time in everyone's lives and Bruce Power has many options from which you may choose.

Bruce Power employs more than 4,000 highly skilled people in a wide variety of challenging roles. We offer many opportunities that fit various skill sets and provide ample room for employees to advance within our company.

Many employees find working at Bruce Power the best of all worlds. They earn very competitive salaries with comprehensive benefits and pension programs, while enjoying the friendliness of small-town living.

Each year, we invest millions of dollars in employee training and development and are committed to continuous improvement in all areas of our business.

Please take a moment to review the important information enclosed in this book. Inside you will find a number of resources available to help you through our processes to make your transition as smooth as possible.

Choosing a career path is an exciting experience and we are committed to helping you along the way.

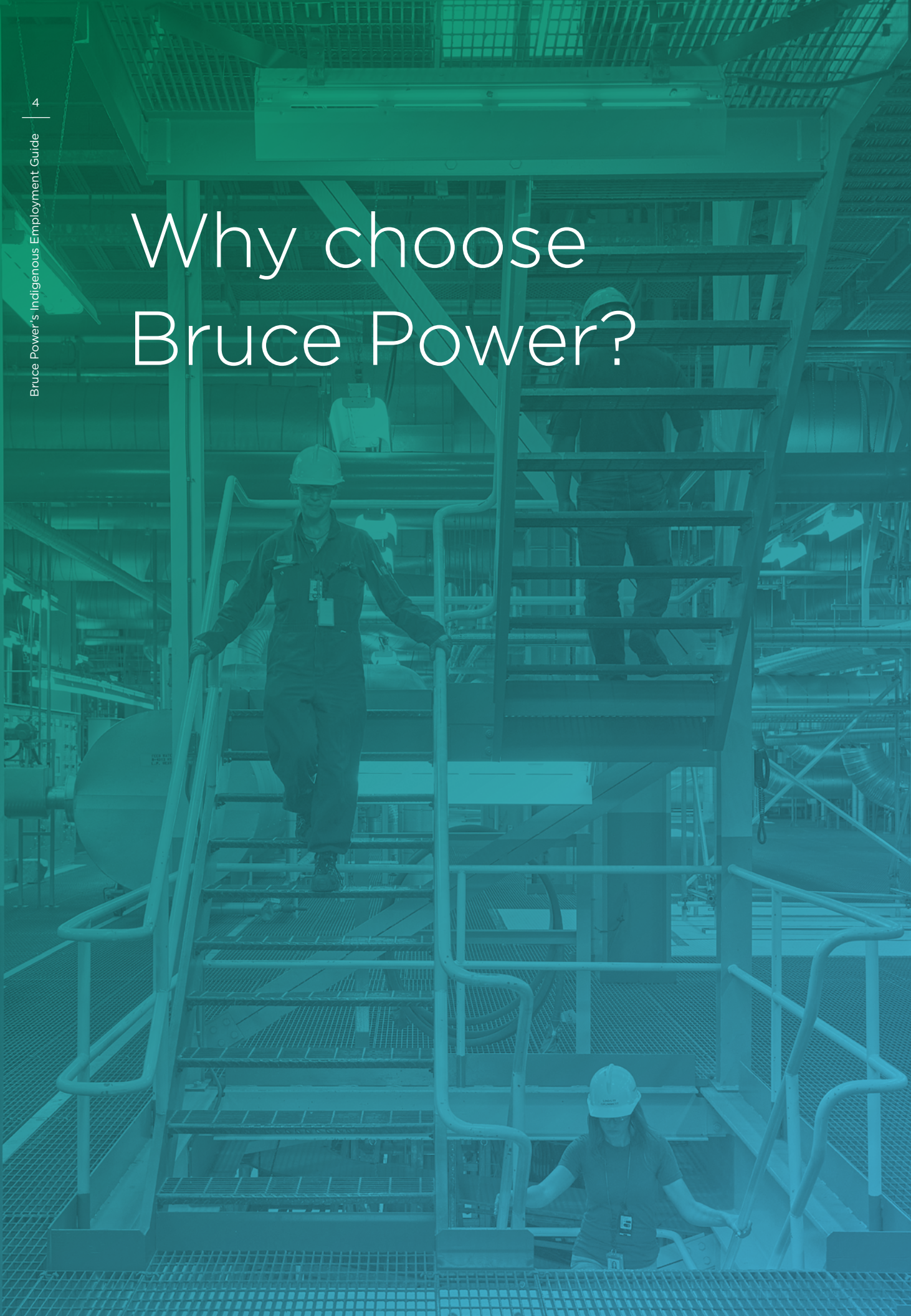
Best of luck,

**Cathy Sprague**

Executive Vice-President, Human Resources  
Bruce Power



# Why choose Bruce Power?





## Limitless opportunity. Meaningful work. Lakeside living.

Situated on the shore of Lake Huron, Bruce Power provides electricity to one in three homes, hospitals, schools and businesses in Ontario, while generating zero carbon emissions and producing medical isotopes that fight cancer and sterilize billions of medical devices around the world. Our people are the foundation of our accomplishments and are proud of the role they play in delivering clean, reliable, low-cost electricity across the province and cancer-fighting medical isotopes across the globe.

We know our people are our future, and that's why we invest heavily in competitive salary and benefits, as well as a diverse range of training and development opportunities to broaden career horizons in a safe and healthy workplace. There are limitless opportunities to pursue multiple career paths and take on exciting new challenges, all while enjoying small-town, lakeside living.

We care about our communities and the people who live in them because it's where we live too. Our employees are dedicated to being active partners in our community and championing the causes that matter to all of us. We have the privilege to contribute to the community, and encourage our partners to do the same.



### QUICK FACTS ABOUT BRUCE POWER

- Our site is the size of a small city with approximately 100 buildings. Our amenities include a fire department, emergency response team, wellness centre, learning centre and 24-hour security.
- Situated on 2,300 acres of land.
- Maintain more than 56 km of roads on site.
- Employ more than 4,000 people.
- Site land is leased from Ontario Power Generation.
- Surrounded by woodlands and wetlands with 235 plant and 200 wildlife species thriving on site.



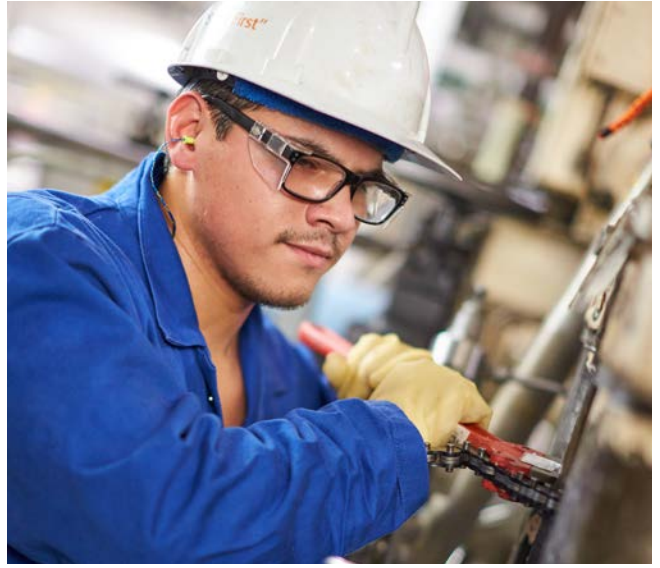
## See for yourself at the Bruce Power Visitors' Centre

The Bruce Power Visitors' Centre is open to the public Monday to Friday from 9 a.m. to 4 p.m. With interactive displays about Bruce Power and nuclear energy, and our summer bus tour program, visitors are sure to learn as they explore.

Learn more at [www.brucepower.com/visit](http://www.brucepower.com/visit)









# We are Bruce Power

## VISION

We Power the Future

## MISSION

To safely provide clean, affordable, reliable power and life-saving medical isotopes while strengthening our communities and protecting the environment to secure tomorrow.

## VALUES



### SAFETY FIRST

Our four safety pillars (Reactor, Industrial, Radiological, and Environmental) ensure we protect each other, our plant, our community and the environment. Reactor Safety is the overriding priority.



### PERFORMANCE EXCELLENCE

As Nuclear Professionals we plan, execute and learn. We are dedicated to safe, reliable operation every day. We are self-critical of our performance, and committed to continuous improvement, innovation and achieving industry excellence.



### SOCIAL RESPONSIBILITY

We have a responsibility to our people and are committed to doing what is right. We are dedicated to sustainable operation while serving as active partners in our communities.

## BY DEMONSTRATING OUR BEHAVIOURS WE ARE LIVING OUR VALUES

## BEHAVIOURS

### DISPLAY GOOD JUDGMENT:

Have a safety mindset and make sound decisions

Living our Safety First value means understanding the risks associated with our work and taking proactive measures to keep everyone safe. This is accomplished through careful planning and execution, and a relentless commitment to high standards.

### DEMONSTRATE UNCOMPROMISING HIGH STANDARDS:

Do it right, every time

We hold ourselves and each other to the highest standards to ensure Bruce Power is safe, successful and sustainable.

### DRIVE FOR ACCOUNTABILITY AND RESULTS:

Own it and make it happen

We are aligned to common goals and pursue them with high accountability. By setting clear expectations, delivering on our commitments, and empowering others, we can ensure our long-term success.

### KNOW THE BUSINESS:

Understand your impact on Bruce Power's success

We protect our reputation and ensure Bruce Power remains cost-competitive by meeting our commitments, using resources effectively, and understanding the impact of actions and decisions on our long-term future.

### COMMUNICATE EFFECTIVELY:

Be open to new ideas and share information

We promote a learning culture by being open to change and supporting the implementation of new ideas. We coach each other and share and receive feedback respectfully so we can learn and continually improve.

### ACHIEVE SUCCESS TOGETHER:

One team, one community

We are one team and respect the diverse backgrounds and ideas that advance our organization. We value development and engage within our teams and across the business to achieve our goals. We act as ambassadors within our community.



# Employment Opportunities

There is a large variety of job opportunities at Bruce Power, with our Suppliers, Vendors and Trade Unions. While some positions are entry level, others require years of experience.





# Careers available at Bruce Power

There are several fields where job opportunities exist at Bruce Power. Below we've outlined some of the fields and career paths available. Job details can be requested by emailing Bruce Power's Indigenous Employment Team at [IndigenousEmployment@brucepower.com](mailto:IndigenousEmployment@brucepower.com).

For the complete listing of current job opportunities, please apply to [www.brucepower.com/careers](http://www.brucepower.com/careers).

## OPERATIONS

- Nuclear Operator
- Radiation Protection
- Work Planning & Scheduling
- Crew Leadership

## SUPPLY CHAIN

- Buyer
- Material Analyst
- Purchasing
- Contract Administrator

## ENGINEERING

- Engineer:
  - Nuclear
  - Civil
  - Electrical
  - Chemical
- Technical Specialist
- Mechanical Drafting

## INFORMATION TECHNOLOGY

- Programmer
- Telecommunications
- Information & Network Systems
- Governance & Solutions Specialist

## MAINTENANCE

- Preventative Maintenance
- Grounds & Building Maintenance
- Control Maintenance
- Mechanical Maintenance

## HUMAN RESOURCES

- Compensation & Benefits
- Talent Acquisition
- Talent Management
- Payroll

## CORPORATE AFFAIRS

- Environment
- Community & Media Relations
- Indigenous Relations
- Corporate Communications
- Graphic Design
- Business Development

## FINANCE

- Financial Decision Support
- Financial Reporting, Planning & Analytics



# Student Opportunities

## DEVELOPMENT STUDENTS

Development student positions are temporary four-, eight- or 12-month opportunities for students to gain training and experience directly related to their academic program or skills training at the post-secondary level. Consideration for these positions is only given to students who are currently enrolled in full-time studies at a post-secondary institution who plan to return to their studies immediately following the work term, or those who require a work term to graduate.

### BRUCE POWER WOMEN IN NUCLEAR ENGINEERING INTERNSHIP PROGRAM (through Ontario Tech University)

Multiple four-month internship opportunities at Bruce Power, located in Kincardine.

## SUMMER STUDENTS

Summer students perform general work that is not necessarily related to their field of study. Consideration for these positions is only given to students who are currently enrolled in full-time studies at a post-secondary institution and plan to return to their studies immediately following the work term, or those who require a work term to graduate.

### Development and Summer Student posting timelines

Month Posted	Term Start
December	May
May	September
September	January

### How to apply

Apply online at: [www.brucepower.com/careers](http://www.brucepower.com/careers)

## HIGH SCHOOL CO-OP

Co-op opportunities are a full semester on site at Bruce Power for senior students from the Bruce-Grey Catholic and Bluewater District School Boards. The four-credit program provides valuable experience, essential skills and career exploration for students on a pathway to post-secondary apprenticeship, college or university.

### HIGH SCHOOL CO-OP CAREER AREAS

- Business I**  
(Accounting / Finance, Power Marketing, Supply Chain)
- Business II**  
(Human Resources, Community Relations, Communications)
- Engineering I** (Mechanical / Electrical)
- Engineering II** (Chemical / Environmental)
- Information Technology**
- Power Engineering / Nuclear Operations**  
(OYAP Trade: Process Operator / Power\*)
- Mechanical Maintenance**  
(OYAP Trades: Millwright, Welder, HVAC)
- Control Maintenance**  
(OYAP Trades: Industrial Electrician, Instrumentation, Electronics)
- Transportation Maintenance**  
(OYAP Trades: Automotive, Truck, Heavy Equipment, Small Engines)
- Fire Protection / Emergency Services\***  
\*Possible day/night shift work involved

## HOW TO APPLY FOR A HIGH SCHOOL CO-OP

Students should send an email with a single attachment that includes a cover letter, resume and names of three current references to [highschoolcoop@brucepower.com](mailto:highschoolcoop@brucepower.com) by the first Wednesday after March Break.

The student should indicate in the cover letter their first and second choices of career area by name and number from the above. The resume must include a career objective that states post-secondary plans.



# Temporary and Permanent Opportunities

## INTERESTED IN A CAREER AT BRUCE POWER?

### How to apply — Current Opportunities

Apply online at: [www.brucepower.com/careers](http://www.brucepower.com/careers)

1. Select 'Current Opportunities'.
2. Click on the opportunity to which you'd like to apply.
3. Apply to the opportunity.
4. Notify the Indigenous Employment Team that you've applied at [IndigenousEmployment@brucepower.com](mailto:IndigenousEmployment@brucepower.com)

## Don't see a position that fits your skill set?

Apply to Bruce Power's Indigenous Talent Pool by completing a profile and uploading a resume at:

[www.brucepower.com/IndigenousEmployment](http://www.brucepower.com/IndigenousEmployment)

Your resume and profile will be reviewed internally. You will be notified if an opportunity arises that matches your skill set.

## Questions?

A member of the Indigenous Employment Team would be happy to assist. Send us an email at

[IndigenousEmployment@brucepower.com](mailto:IndigenousEmployment@brucepower.com)



## INTERESTED IN A SKILLED TRADE?

Skilled trades are critical to Bruce Power's success as Ontario's low-cost nuclear generator. Central to the operation and life extension of our facilities, Bruce Power encourages those with an interest in the skilled trades to browse the below list of trade unions. The Bruce site is home to a number of building and construction trades including Boilermakers, Carpenters/Scaffolders, Electricians, Insulators, Ironworkers, Labourers, Millwrights, Operating Engineers, Painters, Plumbers/Pipefitters/Steamfitters, Sheet Metal Workers, Teamsters and Brick and Tile Layers. Since it was formed in 2001, Bruce Power has developed a strong working relationship with these trades, including the Provincial Building and Construction Trades Council of Ontario, with millions of hours of tradesperson work being carried out on the Bruce site. For more information about a career in the trades, please contact a team member at [IndigenousEmployment@brucepower.com](mailto:IndigenousEmployment@brucepower.com).

[www.brucepower.com/careers/skilled-trades-at-bruce-power](http://www.brucepower.com/careers/skilled-trades-at-bruce-power)

Bruce Power hires its tradespeople directly through our construction vendor partners who hire them from the Building Trades Halls. Each of the Building Trades Halls has its own website, application and interview process. To learn more about the trade of interest, please visit the local hall's website.

**Boilermakers** – Local 128  
[128.boilermaker.ca](http://128.boilermaker.ca)

**Carpenters** – Local 2222  
[www.local2222.ca](http://www.local2222.ca)

**Electricians** – CUSW – Canadian Union of Skilled Workers  
[www.cusw.ca](http://www.cusw.ca)

**Electricians** – IBEW – Local 804  
[www.ibew804.ca](http://www.ibew804.ca)

**Insulators** – Local 95  
[www.insulators95.com](http://www.insulators95.com)

**Ironworkers** – Local 736  
[www.iw736.com](http://www.iw736.com)

**Labourers** – Local 1059  
[www.liunalocal1059.com](http://www.liunalocal1059.com)

**Millwrights** – Regional Council of Ontario Sarnia Local 1592  
[www.millwrightlocal1592.com](http://www.millwrightlocal1592.com)

**Operating Engineers** – Local 793  
[www.iuoelocal793.org](http://www.iuoelocal793.org)

**Painters** – International Union of Painters and Allied Trades Ontario Council  
[www.iupat.on.ca](http://www.iupat.on.ca)

**Plumbers/Pipefitters/Steamworkers** – UA 527  
[www.ua527.com](http://www.ua527.com)

**Sheet Metal** – Local 473  
[www.younified.ca](http://www.younified.ca)

**Teamsters** – Local 879  
[www.teamsters879.ca](http://www.teamsters879.ca)

### DID YOU KNOW?

There are more than 300 designated trades in Canada. These trades typically fall into four main categories:

1. **Construction:** *This sector includes trades like Boilermakers, Electricians, Pipefitters, Welders, and Carpenters and are the highest demand at Bruce Power*
2. **Transportation**
3. **Manufacturing**
4. **Service**



### HOW DO I START A CAREER IN THE SKILLED TRADES?

Jobs in the skilled trades start with an apprenticeship. These combine on-the-job experience and in-class training all while earning wages. Many students choose to start an apprenticeship while still in high school.

The minimum requirements for each trade can vary. However, most trades require a candidate to be 18 years of age and have completion of Grade 12 or Ministry-approved equivalent.

For information about the minimum requirements required to enter each specific trade visit [www.skilledtradesontario.ca](http://www.skilledtradesontario.ca)

### WHAT ARE THE BENEFITS OF APPRENTICESHIP?

- Earn money while you work towards an in-demand career
- Gain real work experience and training that employers want
- Receive qualifications that are recognized provincially and nationally
- Increase your earning potential
- The potential to travel provincially and nationally

### Learn more:

- Financial support: [www.red-seal.ca/eng/financial/s.5pp.4rt.shtml](http://www.red-seal.ca/eng/financial/s.5pp.4rt.shtml)
- Ontario government: [www.ontario.ca/page/hire-apprentice](http://www.ontario.ca/page/hire-apprentice)

### WHAT IS RED SEAL CERTIFICATION?

Red Seal Certification is the highest standard of qualification for skilled tradespeople in Canada. Tradespeople who successfully complete their Red Seal examination can work anywhere in Canada without having to write further examinations.

Once you obtain your Red Seal certification and begin a career in the energy industry, the hourly rate depending on trade can range from \$50 to \$60 per hour. If you work a 40-hour week for 52 weeks, not including any overtime, shift premiums or travel, you can earn between \$100,000 and \$120,000 per year.





### INTERESTED IN A CAREER WITH ONE OF OUR SUPPLIERS?

Bruce Power also relies on more than 200 industry suppliers to deliver workers, products and services to our site. Bruce Power has created an Indigenous Relations Supplier Network (IRSN), which shares a desire to work with the local Indigenous communities, while creating opportunities to increase Indigenous employment. You can learn more about the IRSN at [www.brucepower.com/indigenous-relations-supplier-network](http://www.brucepower.com/indigenous-relations-supplier-network). For more details regarding the IRSN, send your inquiry to [IndigenousEmployment@brucepower.com](mailto:IndigenousEmployment@brucepower.com).

Bruce Power and the County of Bruce launched the Economic Development and Innovation Initiative in 2016 to support our partners in the nuclear supply chain to open offices and expand operations into Bruce, Grey and Huron counties. Now more than 60 Supplier Partners have a local presence, and many are looking for workers for Bruce Power's Major Component Replacement project, which runs through to 2033.

**2m Power** – 2m Power is a design consultancy with an office at 278 Lambton St., Kincardine. **Contact the office at 519-488-5393.**

**Abraflex** – Abraflex, a subsidiary of ABS Group of Companies, opened its manufacturing facility in Paisley in 2017. It provides plastic suits to protect Bruce Power employees from radiation. Abraflex is a member of the Progressive Aboriginal Relations program through the Canadian Council of Aboriginal Business.  
[www.abraflex.com/job](http://www.abraflex.com/job)

**Acuren Nuclear** – Acuren established its local presence in 2008 at 1246 Wellington St., Port Elgin. It provides engineering, procurement, project management, and fabrication services, as well as full service non-destructive examination. It has 20 employees locally, with plans to hire more.  
[www.acuren.com/careers](http://www.acuren.com/careers)

**Aecon** – Aecon is Canada's largest nuclear construction contractor, which established a local presence in 2011. It supports Bruce Power through project management, procurement, shop fabrication, and construction services. It has locations at 281 Goderich St., Port Elgin, and 665 Philip Pl., Kincardine, providing nearly 50 jobs locally.  
[www.aecon.com/Careers/View\\_Jobs](http://www.aecon.com/Careers/View_Jobs)

**Akromold** – Akromold is located at 501 Mooney St. in Goderich, Ontario where it has a 20,000-square-foot climate-controlled manufacturing facility. With its focus having been solely on the production of molds and servicing many industries, it has now developed a collaborative agreement as a supplier to Laker Energy.

**Alithya** – As a Software Design Services Partner, Alithya established a local presence in Kincardine Ontario in 2019 to support the local Nuclear industry. Alithya provides innovative digital innovative digital

solutions designed for the nuclear industry, from the control room to the board room.

**APPLUS** – Applus established a local presence in 2019, securing its office space at 220 Kincardine Hwy, Walkerton, Ontario. The Energy & Industry Division of Applus meets Nuclear Industry demands for quality testing and inspection services. Applus operates in more than 70 countries and employs 20,700 people. It is focused on providing community and employment opportunities within the tri-county region.

**BCI Precision Machining** – In August 2018, BCI Instruments established its local presence; a 14,200 square-foot, two-story office in Durham. It is a precision machine shop that already staffs five people in light manufacturing, magnetic particle inspection, final assembly, inspection, kitting, packaging, and warehousing.  
[www.bc-instruments.com/careers](http://www.bc-instruments.com/careers)

**Bird** – Bird established its Kincardine office in March 2018, at 1802 Hwy. 21 N. Bird is currently in the final stages of completing the new Major Component Replacement Office Complex, while continuing a number of other building projects on the Bruce Power site. It will provide six to 10 jobs over the next two years.  
[www.bird.ca/careers](http://www.bird.ca/careers)

**Brotech Precision CNC** – In 2018, Brotech Precision CNC and Bruce Power entered into a 10-year agreement whereby Brotech will supply shield plug assemblies for the Major Component Replacement (MCR) Project. It will do so from its manufacturing facility in Owen Sound, with plans to hire between 10 and 15 people.  
[brotechprecisioncnc.com/careers](http://brotechprecisioncnc.com/careers)

**BWXT** – BWXT has more than 60 years of expertise and experience in the design, manufacturing, commissioning, and service of nuclear power generation equipment. It is now also a global supplier of medical isotopes and radiopharmaceuticals. It has been a supplier of components and plant services on the Bruce site since 1977. It opened its local office in 2017, at 5102 Goderich St., Port Elgin, and established its manufacturing facility at 1875 16th Ave. E., Owen Sound, in 2018. It plans to hire dozens of people between its two offices, including project support, field services training personnel, fitters/welders, inspectors, shop supervisor, planner/scheduler, manufacturing engineer, document control clerk/administrative assistant.  
[careers.bwxt.com/key/bwxt-careers](https://careers.bwxt.com/key/bwxt-careers)

**CRG Energy Projects Inc.** – CRG Energy is a Canadian-owned company that provides a complete range of services to the nuclear industry in Canada. It opened its Kincardine office in 2011, at 330 Durham Market Sq. S., Unit 3. It has experience across a broad spectrum of nuclear skills, including expertise in power plant operations and documentation and governance. It is recognized for its industry leading training services, including certification training and examinations.  
[crgenergy.ca/careers](https://crgenergy.ca/careers)

**EMC: A Day & Zimmermann Company** – EMC is a privately owned, operated and local contractor, which provides engineering, procurement and construction services. It supports Bruce Power with more than 120 experienced construction support and trade staff. EMC established its local presence in 2007, and is located at 2091 Hwy. 21, north of Kincardine.  
[www.emccanada.ca/company/careers](https://www.emccanada.ca/company/careers)

**EnergySolutions Canada** – EnergySolutions Canada established two location locally, at 14265 Bruce Rd. 10, Elmwood, and 457 Sideroad 30, Municipality of Kincardine, near Tiverton. EnergySolutions Canada is an industry leader in the safe recycling, processing, transportation, and disposal of nuclear material. It currently employs 25 people at its Elmwood location.  
[www.energysolutions.com/about/careers](https://www.energysolutions.com/about/careers)

**ES Fox Ltd.** – ES Fox is an Ontario-based, Canadian-owned and operated multi-trade company headquartered in Niagara Falls. It has supported Bruce Power since 2003 as a key supplier for construction and fabrication services. ES Fox established its local presence in 2006 and is located at 5568 Hwy. 9, east of Kincardine. It provides 40 non-trades jobs and more than 200 trades resources.  
[www.esfox.com/about-us](https://www.esfox.com/about-us)

**e-Supply Canada** – e-Supply Canada is an Indigenous-owned company that distributes office, janitorial and industrial supplies, online. Its aim is to provide a local, community-based alternative to the big-box retailers. e-Supply Canada has distribution centres in British Columbia, Alberta, Ontario and Quebec.  
[www.esupplycanada.ca](https://www.esupplycanada.ca)

**Framatome** – Framatome Canada supports Bruce Power through its long-term high voltage maintenance program, engineering, construction, and by providing innovative concepts and solutions. Framatome (formerly AREVA) established its local presence in 2008 and is located at 2091 Hwy. 21, north of Kincardine.  
[www.framatome.com/EN/careers-92/framatome-human-resources--recruitment-job-offers-professions.html](https://www.framatome.com/EN/careers-92/framatome-human-resources--recruitment-job-offers-professions.html)

**General Electric** – GE provides equipment and services for various Bruce Power strategic equipment. It established a local presence in 2018 at 910 Queen St., Kincardine, and has two full-time people on site. It has six to 12 GE employees local for outage preparations and 50 for outage execution.  
[www.ge.com/ca/en/careers](https://www.ge.com/ca/en/careers)

**Globotech Inc.** – Globotech Inc is an engineering and project services company located at 594 Goderich St. Unit 3 in Port Elgin Ontario. It secured this space in 2019 to support Bruce Power's Life-Extension Program. Hiring of Project Managers, Engineers, Engineering Managers, as well as qualified designers and technicians allows it to be committed to providing its clients with reliable and value-added multi-discipline solutions for complex projects across many industry sectors.

**Hatch** – Hatch supports Bruce Power with the delivery of infrastructure and asset management projects. It features jobs for engineers, technicians and administrations. It established its local presence in 2016, and recently upgraded to a larger office at 216 Goderich St., Port Elgin.  
[jobs.hatch.com/key/hatch-careers.html](https://jobs.hatch.com/key/hatch-careers.html)

**Ian Martin Group** – Ian Martin specializes in engineering, technical, and IT recruitment and contractor management to help organizations of all sizes hire better. It opened its local office in 2004 and is now located at 54 Main St., Tiverton. It has three staff at its Tiverton office and will contract more than 100 staff over the next two to three years.  
[careers.ianmartin.com/#/jobs](https://careers.ianmartin.com/#/jobs)

**Ideal Supply** – Ideal Supply is an Ontario electric supply distributor and NAPA's largest independent auto parts distributor. It offers a large inventory of wholesale industrial, safety and electrical supplies, generators, new energy, automation and data comm services. Ideal Supply has offices located across middle and southern Ontario.  
[www.idealsupply.com](https://www.idealsupply.com)

**Kinectrics** – Kinectrics provides life-cycle management for the electricity industry. It supports Bruce Power with quality engineering, and testing and inspection of system-critical components. In 2017, it invested in two new facilities in the region – one at 4258 County Rd. 4, Teeswater, and the other at 141 Farrell Dr., Tiverton. It will create between 30 and 50 new jobs while investing over \$5 million into the local economy.  
[www.kinectrics.com/Pages/Careers.aspx](https://www.kinectrics.com/Pages/Careers.aspx)

**Lakeside Controls** – Lakeside Controls provides innovative automation solutions with superior customer service. It has numerous locations across the province, and in Manitoba and Nunavut.  
[www.lakesidecontrols.ca/careers](https://www.lakesidecontrols.ca/careers)

**Levitt Safety** – Levitt Safety secured its office facility at 281 Goderich St. Unit 2A in Port Elgin, Ontario. With its supply of safety equipment over the past 85 years, it will continue supporting Bruce Power and the Industry as a whole. Together with Work Authority, it has created a Safety Education and Product Centre in Port Elgin to offer localized safety resources, including training and education.

**Makwa Development** – Makwa Development has a local presence at 214 Port Elgin Road in Neyaashiinigmiing, Ontario. Located in Nawash, Makwa is an Indigenous-owned company and provides construction operations to support Bruce Powers Life-Extension Program.

**Makwa Cahill** – Makwa-Cahill a fabrication facility located in at 1104 7th Street East in Owen Sound will be delivering services to Bruce Power and other industry suppliers while providing on-the-job training and development opportunities for skilled tradespeople.  
[www.makwacahill.ca](https://www.makwacahill.ca)

**Morson Canada** – Morson Canada is a professional services company specializing in recruitment, consulting, project management and outsourcing. It delivers engineering and technical solutions and services to Bruce Power, employs two people full time and more than 100 local contractors. It established its local office in 2005, and is located on the 2nd floor of the Municipality of Kincardine office building at 1475-5th Concession, Kincardine.  
[www.morsoncanada.com](https://www.morsoncanada.com)

**NPX (Nuclear Promise X)** – NPX is a group of nuclear innovators and engineers, which actively incorporates innovative technology and ideas into Bruce Power's operational model. It has 10 innovation catalysts at its Kincardine office at 819 Queen St., which it opened in 2018.  
[www.npxinnovation.ca](https://www.npxinnovation.ca)

**NTT Data** – NTT Data provides IT services and management consulting to Bruce Power. It opened its local office in Underwood, just minutes from the Bruce Power site. The office will provide work space for 25 people. Explore a career with NTT Data.  
[ca.nttdata.com/en/careers](https://ca.nttdata.com/en/careers)

**OCNI (Organization of Canadian Nuclear Industries)** – The OCNI is an association of more than 230 companies that supply equipment and services, directly and indirectly, to Bruce Power, OPG and offshore utilities and nuclear laboratories.  
[www.ocni.ca](https://www.ocni.ca)



**Promation Nuclear** – Promation is a project partner to Bruce Power, providing project and program management experience to support the Major Component Replacement Project at Bruce Power. It established its local presence in 2017 when it opened its office at 559 Goderich St., Port Elgin.

[www.promation.com/careers](http://www.promation.com/careers)

**PTAG** – PTAG is a capital project services partner, supplying advisory services, people and software systems for major capital projects. It established its local presence in 2018, when it opened its office at 146 Albert St. S., Southampton.

[www.ptaginc.com/jobs](http://www.ptaginc.com/jobs)

**Rankin Construction Inc.** – Rankin Construction is a heavy civil contractor that works as both a prime and subcontractor in the civil and architectural sectors at Bruce Power. It established its local presence in 2004 at 3245 Bruce County Rd. 20, Tiverton, and provides nearly 30 jobs to contractors.

[www.rankinconstruction.ca/page/contact\\_us](http://www.rankinconstruction.ca/page/contact_us)

**Revenew** – Revenew established their local presence with opening their office space in 2019 at 281 Goderich St. in Port Elgin Ontario. Revenew provides services and consulting to supply chain, internal audit, finance and accounting experts. With a focus on savings and optimization, Revenew currently provides contract administration, risk management and other services to Bruce Power in support of its Life-Extension Program.

**Sargent & Lundy Canada Company** – Sargent & Lundy provides engineering, project management, and consulting support to Bruce Power. It provides local jobs to engineers, project managers, and project coordinators from its three Kincardine offices. The main office is located at 801 Queen St., Kincardine.

[sargentlundy.com/careers](http://sargentlundy.com/careers)

**Shawcor** – Shawcor established its local presence in Kincardine Ontario in 2019. Shawcor is a leading integrated energy services company that ensures construction projects and operations run smoothly and to specification through proprietary, technology-based products, services and solutions.

**Shoreline Power Group** – The Shoreline Power Group is a joint venture between Aecon, AECOM and SNC-Lavalin. It will perform the fuel channel and feeder replacement projects for Bruce Power's Unit 6 Major Component Replacement Project. It has leased 20,000 sq. ft. of commercial space at 665 Philip Place, Kincardine, in late-2018. It will provide over 120 jobs locally. **Visit the Aecon, AECOM and SNC-Lavalin websites for more information.**

**Siemens Canada** – Siemens Canada secured its local office space in 2019 at 5102 Hwy 21 Unit 4 in Port Elgin, Ontario. Siemens Canada supports Bruce Power with products, solutions, services and digital applications for turbine generators and auxiliaries. Its local office will support Siemens Canada and global specialists for ongoing projects at Bruce Power. It is committed to local community investment opportunities.

**SNC-Lavalin** – SNC-Lavalin provides nuclear technology and full-service solutions for nuclear power projects around the world. It collaborates with Bruce Power on engineering services, field services, and MCR Life-Extension tooling and design support. It established its local office in 2017, at 281 Goderich Street Unit 4, Port Elgin, NOH 2C1.

[www.snclavalin.com/en/careers](http://www.snclavalin.com/en/careers)

**Stantec** – Stantec is an international team of 18,000+ designers, engineers, scientists, and project managers. It opened its local office in 2018, at 926 Queen St., Kincardine. It employs five people locally.

[careers.stantec.com](http://careers.stantec.com)

**Stevcon Packaging & Logistics Ltd.** – Stevcon Packaging & Logistics Ltd. established its local presence at 3225 E Bayshore Rd. Unit 5 in Owen Sound, Ontario in 2019. It secured its manufacturing and warehousing facility to support local content requirements to nuclear Suppliers, as well as Bruce Power. Stevcon encompasses years of expertise in nuclear crating, packaging and logistics and has made a local investment and commitment to both community and employment initiatives.

**Tetra Tech** – Tetra Tech provides innovative solutions focused on water, environment, infrastructure, resource management, energy, and international development. It opened its local office in 2018 at 233 Broadway St., Kincardine, and employs three people with plans to hire about 20 more.

[www.tetrattech.com/en/careers](http://www.tetrattech.com/en/careers)

**Tundra** – Tundra is a global provider of staffing solutions and services. It has provided Bruce Power with talent acquisition and payrolling services since 2009. It opened its local office in 2016 at 278 Lambton St., Kincardine.

[www.tundratechnical.ca](http://www.tundratechnical.ca)

**UECI United Engineers & Constructors, Inc.** (formerly AECOM) – UECI's office is located at 911 Queen St., Kincardine. UECI is a leading supplier of nuclear engineering, procurement, construction, and maintenance services in Canada and around the world. It will support Bruce Power with its Steam Generator, Fuel Channel, and Feeder Replacement Projects through the Shoreline Power Group and the Steam Generator Replacement Team joint ventures.

[www.ueci.com/careers](http://www.ueci.com/careers)

**Westinghouse Electric Company** – Westinghouse Electric Company is shaping the future of carbon-free energy by providing safe, innovative nuclear and other clean power technologies and services globally. With a 135-year history of innovation, Westinghouse is the preferred partner for advanced technologies covering the complete nuclear energy lifecycle from new plants, to engineering services, maintenance and decommissioning. Westinghouse Canada has six offices across Canada, including one in Port Elgin. Westinghouse offers a flexible working environment and is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

[www.westinghousenuclear.com/canada/about-us/careers](http://www.westinghousenuclear.com/canada/about-us/careers)

**Work Authority** – Work Authority secured its office space at 281 Goderich St. Unit 2B in Port Elgin, Ontario. It is a full-service safety footwear and workwear retail business that is working together with Levitt-Safety to provide local safety resources to Bruce Power, local trades and businesses.

**Worley** – Worley supports Bruce Power's operations and maintenance training requirements and is the engineering integration services provider for the electro-hydraulic control and turbine supervisory instrumentation replacement project. It established its local office in 2018 at 810 Queen St., Kincardine, and has 20 full-time positions locally.

[www.worleyparsons.com/careers/careers-opportunities](http://www.worleyparsons.com/careers/careers-opportunities)

# Tips & Practice Interview Questions

## Getting the most out of your interview

We are excited that you are interested in joining our Bruce Power team, and want to make sure you have the best interview experience possible. With that in mind, our Talent Acquisition team has a few tips that will help you prepare for your interview, whether in-person or virtual.

### HOW TO PREPARE

- The Indigenous Employment Team does offer 'mock' interviews to candidates that are called for an interview with Bruce Power. Find out if you qualify and to schedule a mock interview by emailing: [indigenousemployment@brucepower.com](mailto:indigenousemployment@brucepower.com) prior to your actual interview.
- Prepare for the interview by researching Bruce Power, and gather information about the job you have applied for. If possible, talk to someone in that role to get an idea of what the job is about. If you have any questions prior to the interview, be sure to discuss with your recruiter so you feel prepared walking into the interview.
- Practice your responses to potential interview questions. Think of specific examples from past experiences that you will be able to draw on during the interview.
- Leave yourself enough time to arrive at your interview location. Plan to arrive at 177 Tie Road, Tiverton, about 30 minutes early if you don't currently hold a Bruce Power site access clearance, as you will need to check in

at the main security guardhouse and have your vehicle searched upon arrival. If you are already working on site, or you are interviewing at our Toronto office, we recommend arriving to your interview location at least 10-15 minutes early so you do not feel rushed prior to the interview.


- Virtual interview: Ensure you have the required technology available for the interview and possibly conduct a practice video call with friends or family to get familiar with the features of the platform. On the day of the interview you log in early to make sure all of your technology is set up and ready for the call. Check your Internet connection, microphone, and video quality.

### WHAT TO EXPECT DURING YOUR INTERVIEW

Your interview will involve questions about your past experience and education, as well as your interest in the role. Many interviews will also include technical questions, where applicable, to assess the knowledge you would bring to a role.

In addition to these standard interview questions, we also use 'competency-based' questions to learn more about your previous experience.





During a competency-based interview, the interview team will ask you to recall specific examples from your past work experience. To be successful, during the interview, keep in mind:

- Take the time you need to collect your thoughts before you provide a response.
- If you need the interview team to clarify a question or repeat it, please ask.
- Relate your answers to the position you are applying for.
- Be sure to be as specific as possible in your answers. Where possible, quantify your success. For example: how much of an improvement you made from a cost or schedule standpoint; how much money your team saved on a project; or how an improved process led to an increase in safety standards.
- Feel free to use examples from your work history, or, if applicable, examples from volunteer or personal experience.
- Ask questions. The interview is your opportunity to meet potential future co-workers, and assess if the position is the right fit for you. Be sure to use the opportunity to

ask any questions you have to the interview team. We will always leave time at the end of the interview for any questions you may have.

#### EXAMPLES OF COMPETENCY-BASED QUESTIONS

- Tell us about a situation where your communication skills made a difference.
- Tell me about a time when you were under time pressure and had to get something approved.
- Explain how you dealt with a challenging problem.
- Tell me about a time when you got results that far exceeded your own expectations.

We look forward to meeting with you and learning more about your background! If you have any questions prior to your interview, please reach out to your recruiter or a member of the Indigenous Employment and Training Team.

# Education

Are you interested in a career at Bruce Power?  
Bruce Power is providing sponsored tuition to  
10 Indigenous students, starting April 14, 2023.



Bruce Power offers a wide range of career opportunities to suit a variety of interests and skills. Below is a list of educational programs for a few key roles at Bruce Power. If you are interested in another program that is not listed, or have additional questions, contact Bruce Power's Indigenous Employment Training Specialist by email at [IndigenousEmployment@brucepower.com](mailto:IndigenousEmployment@brucepower.com).

#### APPLICATION PROCESS:

Send the following documents to [IndigenousEmployment@brucepower.com](mailto:IndigenousEmployment@brucepower.com):

- Updated resume
- Verification of post-secondary acceptance (not offer letter)
- 500-word essay about yourself and your career goals

BRUCE POWER CAREER OPPORTUNITY	PROGRAM EXAMPLES
<b>Nuclear Operator in Training</b>	<b>Power Engineering Technology</b> <i>(2-year – Georgian College)</i> <b>Chemical Production and Power Engineering Technology</b> <i>(3-year – Lambton College)</i>
<b>Radiation Protection or Radiation Safety</b>	<b>Applied Nuclear Science and Radiation Safety</b> <i>(2-year – Algonquin College)</i>
<b>Engineer Trainee</b>	<b>Engineering</b> <i>(4-year University)</i>
<b>Shift Control Technician Apprentice</b>	<b>Electrical Engineering Technologist</b> <i>(3-year – Georgian College)</i> <b>Instrumentation and Control Engineering Technology</b> <i>(3-year – Lambton College)</i> <b>Instrumentation and Control Engineering Technician</b> <i>(2-year – Lambton College)</i>
<b>Mechanical Maintainer Apprentice</b>	<b>Millwright Mechanical Technician</b> <i>(2-year – Lambton College)</i>

#### How to Apply:

Interested candidates must apply by email at [IndigenousEmployment@brucepower.com](mailto:IndigenousEmployment@brucepower.com). Deadline to apply is April 14, 2023 for the 2023/2024 academic year.

#### Selection:

Successful candidates will be notified by April 21, 2023. They will participate in a four-month paid placement at the Bruce Power site, pending security clearance and completion of the first year of a post-secondary program.

Interested candidates should visit the post-secondary websites and adhere to admission requirements.

**THIS OPPORTUNITY CLOSES APRIL 14, 2023.**



# Scholarships

Bruce Power invests in its future by assisting local youth in their pursuit of post-secondary education. By lending a helping hand to students today, we hope they will bring their experience and education back to the Bruce site when in search of a career.

That's why we've dedicated more than **\$20,000 annually** to local Indigenous youths in our surrounding communities.

Further details and application deadlines of each scholarship will be announced yearly to community members.

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## INDIGENOUS YOUTH SPORTS AWARD

Four bursaries of \$750 each are available to local Indigenous youth who are nominated by one or more people in an official capacity from their community or school, and who meet the following criteria:

- Show outstanding abilities in one or more sports-related activities.
- Who have maintained average or above-average school grades while excelling in a sporting activity.
- Who have contributed to their community through volunteer work with other youth, elders or the community at large.

## Nominations must include

- The name, age and complete address of the nominated youth.
- Contact information for the youth's parent(s)/guardian(s).
- A brief (half-page) write-up on how the youth meets the above criteria in the nominator's opinion and thoughts as to how the money could make a difference to the nominee's sporting aspirations.
- The name and complete address of the nominator.

## Nominations timing

January 15 – February 15

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## NORTHERN ONTARIO SCHOOL OF MEDICINE CAMP MED

Bruce Power will provide two bursaries of \$2,000 each to eligible Indigenous youth to attend the week-long camp at the Laurentian University campus in Sudbury. CampMed is for youth who are interested in a career in health care. The bursary is to cover the travel, meal and accommodation expenses for the students and their chaperones.

## Criteria

Interested students have to be entering Grades 10 or 11 (ages 14-16) in September of the year they wish to attend the camp. A parent/chaperone must be available to accompany the student. All participants who are selected are asked to provide a written report to Bruce Power of their camp when they return.

## Applications due

April 1





**VERNON ROOTE YOUTH LEADERSHIP SCHOLARSHIP** *(for Saugeen First Nation Youth)*  
**& BERDINA JOHNSTON MEMORIAL YOUTH LEADERSHIP SCHOLARSHIP** *(for Chippewas of Nawash Unceded First Nation Youth)*

Two scholarships of \$1,500 each are available for a youth of Saugeen First Nation and a youth of Chippewas of Nawash Unceded First Nation who demonstrate leadership and commitment to language, culture and volunteerism in their communities.

**Criteria**

- Recipients must be alumni of the Right to Play/Youth Leaders in Training program in Saugeen, and be pursuing post-secondary education.
- Recipients are selected by the Youth Mentors in the community by March of each year.

**BUILDING BRIGHTER FUTURES INDSPIRE SCHOLARSHIPS**

This scholarship is designed for a student's continuing education beyond their first year of post-secondary education. This initiative supports students from local Indigenous communities. These students must have completed their first year of post-secondary education or first year of a skilled trade.

Scholarships of \$4,000 will be awarded to successful applicants. Funds can be used to help cover costs related to travel, accommodation, tuition and books.

Students can re-apply yearly.

**Application**

Interested candidates must apply at [www.indspire.ca/apply](http://www.indspire.ca/apply)

**Applications due**

February 1, August 1, November 1

**GREG NADJIWON HEALTH & WELLNESS SCHOLARSHIP**

A post-secondary scholarship that will provide youth from Saugeen Ojibway Nation (SON) with \$1,500 to support their educational journey. It will be awarded annually to one deserving student pursuing a career in the field of health and wellness and who promotes a healthy lifestyle.

The scholarship is a tribute to Greg's commitment to the many years of his public service, his development of youth in the SON community, and his leadership in supporting the isotope partnership between the Saugeen Ojibway Nation and Bruce Power.

**COMMUNITY INVESTMENT SCHOLARSHIP**

Launched in 2011 to celebrate Bruce Power's 10th anniversary, Bruce Power invests \$50,000 yearly to students who reside in Bruce, Grey and Huron counties. Students pursuing post-secondary education are encouraged to apply for one of 100, \$500 scholarships through our online application.

**Eligibility**

Open to all post-secondary students and those pursuing a skilled trade in Bruce, Grey and Huron counties.

**Application**

Open to students in June of each year. Full application details can be found on Bruce Power's website

<https://www.brucepower.com/scholarships>

**WILMER NADJIWON MEMORIAL SCHOLARSHIP**

A \$500 scholarship in recognition of the extraordinary life of Wilmer Nadjiwon is available each year for a secondary school graduate from the Chippewas of Nawash Unceded First Nation who demonstrates service to their community.

Wilmer Nadjiwon was a residential school survivor, Second World War veteran, former Chippewas of Nawash Chief, author, mentor and celebrated carver who was a true example of service to his community.

Recipients will be selected each year by the Education Director of the Chippewas of Nawash Unceded First Nation.

**Criteria**

Recipient will be a secondary school graduate and will hold high academic standing, while demonstrating a high level of service to their community.

# Community Resources



## Key Dates

**Spring** - Indigenous Career and Business Expo

**April** - Application deadline: Career Launch Program

**May** - Student vacancies posted for September

**June** - National Indigenous Peoples Day (June 21) and Indigenous History Month

**September** - National Truth & Reconciliation Day (Sept. 30) and student vacancies posted for January

**December** - Student vacancies posted for May



## COMMUNITY EMPLOYMENT & TRAINING RESOURCES

### Nawash – Economic Development Office

Economic Development Officer  
Phone: 519-534-1957  
Email: besw@nawashfn.ca

### Saugeen & Nawash – Saugeen Ojibway Nation

Energy Manager  
Phone: 519-534-5507  
Email: energy.manager@saugeenojibwaynation.ca

### Saugeen – Employment & Training Office

Employment & Training Officer  
*Jennifer Kewageshig*  
Phone: 519-797-1224  
Email: jkewageshig@saugeen.org

### Historic Saugeen Métis

Employment and Training Liaison  
Phone: 519-483-4000  
Email: saugeenmetis@bmts.com

## TRAINING RESOURCES (RESUME WRITING, VARIETY OF TRAINING OPPORTUNITIES)

### Saugeen – Saugeen Library and Resource Centre (Adult Literacy)

Librarian  
*Melissa Root*  
Phone: 519-797-5986  
Email: melissa.root@saugeen.org

### Nawash – Nawash Adult Learning Centre

Phone: 519-477-4667  
Email: literacy@gbtel.ca

### SON Members – Huronia Aboriginal Area Management Board

LDM Coordinator  
*Stella Pilessey*  
Phone: 519-376-9400 Ext.2  
Email: ldmcoordinator@bellnet.ca

## COMMUNITY EDUCATION RESOURCES

### Nawash Post-Secondary Education Department

Coordinator  
Phone: 519-534-0882  
Email: nawashed.postsec@gbtel.ca

### Nawash – Secondary School, Education Counsellor

*Connie Salkey*  
Phone: 519-534-0882  
Email: nawashed.edcounsellor@gbtel.ca

### Saugeen – Education Department

Education Administrator  
*Mindy Gill-Johnson*  
Phone: 519-797-2781 Ext. 1118  
Email: mindy.gill@saugeen.org

### Historic Saugeen Métis, Educational Liaison

204 High St.  
Southampton ON  
Phone: 519-483-4000  
Email: saugeenmetis@bmts.com

### Métis Nation of Ontario

Regional Education and Training Coordinator  
*Jo-Anne Parent*  
Midland, ON

Employment Counselor Region 7  
*Lisa Bellisle*  
Métis Nation of Ontario  
Education and Training Branch  
Midland Office  
Cellular: 705-527-3213  
Email: lisab@metisnation.org

Employment Developer  
*Patricia Graham*  
Barrie, Ontario  
Phone: 705-722-5022 Ext: 305  
Cell: 705-715-7427  
Fax: 705-722-8080



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