

# Engineering

REALISTIC JOB PREVIEW

Bruce Power is looking for skilled, energetic people who want to work in a dynamic and innovative company. The job of an engineer is unique and challenging. Learn more about this career opportunity and decide if it is right for you.



## Becoming an Engineer at Bruce Power

Since becoming Canada's only private nuclear operator in 2001, providing Ontario residents and businesses with clean, reliable and affordable energy, and the global healthcare community with life-saving medical isotopes, Bruce Power has established a solid footing and is looking forward to a dynamic future.

You can be a part of our journey. The nuclear engineer position is unique and challenging. We're

looking for skilled, energetic individuals who want to work for an innovative company that is powering Ontario forward.

At Bruce Power, there are limitless opportunities to pursue multiple career paths and take on exciting new challenges, all while enjoying small-town, lakeside living.



# LIMITLESS OPPORTUNITIES. MEANINGFUL WORK. LAKESIDE LIVING.

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# “What can I expect when applying for a position?”

## Step 1: Apply

Bruce Power actively recruits to fill engineering roles that are either temporary and permanent in nature. One job posting for the temporary engineering roles is advertised annually in Q1, and it is leveraged to support temporary hiring needs throughout the year. In contrast, our permanent engineering opportunities are advertised as hiring needs arise for the remainder of the calendar year.

Applicants are encouraged to monitor the website and apply to all opportunities that are of interest.

Applications must be submitted online at [brucepower.com/careers](https://brucepower.com/careers).

## Step 2: Review

We review all applications to determine suitability. To be considered, you must have successfully

completed a recognized four-year university degree in an appropriate engineering or science discipline, and be eligible to work in Canada. For every role in Engineering, you will be expected to have excellent written and oral communication skills, problem-solving skills, and a demonstrated ability to collaborate with others. You will be required to provide official documentation that you have met the education requirements and must be working towards a valid Professional Engineers of Ontario certification within four years of employment or currently have a valid P.Eng licence in the province of Ontario.

## Step 3: Testing

For certain roles, the selection process includes testing or assessments. These can include evaluations in areas of critical reasoning, technical aptitude tests and behavioural assessments which help us evaluate a candidate's fit for the role.

*“A diverse workforce helps ensure that we have the kind of varied and unique perspectives to achieve our goals. Here at Bruce Power, we take great pride in embracing individual viewpoints and fostering the kind of workplace where every employee is empowered to achieve their best.”*

MIKE RENCHECK, PRESIDENT & CEO, BRUCE POWER



### Step 4: Interview

Candidates who are successful in the testing phase will be invited to participate in an interview. The interview will consist of a series of job-related questions. The questions are behaviourally based, meaning you will be asked to provide examples of how you have dealt with various scenarios in the past to demonstrate that you have the relevant experience to be successful in the role.

### Step 5: Offer

Our job offers are conditional upon successfully passing the required security and screening checks in addition to reference and medical checks, and in some cases, proof of educational requirements. The security clearance process is initiated in parallel to an offer and can take approximately six to eight weeks. This is a mandatory requirement before we can confirm a start date, and we ask successful candidates to refrain from resigning or relocating until we have obtained the security clearance details.



### Our Commitment to Diversity

Building a workforce that is diverse, equitable and inclusive is important to us. We encourage new ways of thinking and foster an inclusive culture through the recruitment of individuals with a wide range of experiences, backgrounds and abilities.

With a genuine commitment to diversity, Bruce Power provides a workplace where employees feel valued regardless of background, religion, race, gender, physical ability or sexual orientation.



# “What’s life like as a new nuclear engineer?”

Bruce Power operates eight nuclear reactors, with four units at Bruce A and four at Bruce B. Each engineer plays a role in our ability to generate enough clean electricity to meet over 30 per cent of Ontario’s electricity needs.

The Engineering division supports all engineering activities associated with the safe operation of our units, as well as select activities in support of our project work.

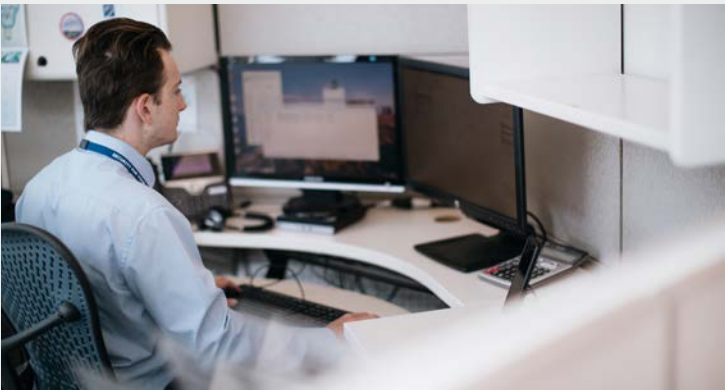
By applying the principles and theory of nuclear science to innovate, collaborate and problem-solve, you’ll have the opportunity to work with Operations, Maintenance, Outage and Project staff to provide engineering solutions in support of safe, reliable generation.

From Design Engineering to Station Engineering and Reactor Safety Engineering, Bruce Power offers a variety of opportunities for nuclear engineers to learn and grow.

At Bruce Power, Safety First is our number one value and an important part of our culture. As nuclear professionals, our employees are required to adhere to safety procedures to protect their own safety and the safety of others.

  
**Safety First**

BRUCE POWER’S NUMBER 1 VALUE



# “What does a typical day look like?”

It’s a natural question, so we offer this broad description of the duties and other characteristics of an engineer’s role. It is not meant to be exhaustive in its description but rather a summary of some of the key aspects of the position.

## Job duties

On a day-to-day basis, engineers are required to provide technical evaluations and advice, troubleshoot and work with an integrated team to solve problems and present recommendations, and coordinate technical work in a number of major work areas, including the support of commissioning, operation and maintenance of facilities.

As a new engineer starting out in nuclear, there are many opportunities to learn and apply classroom knowledge to the field. Many new engineers work in the station, where they are up close and personal with

the systems and people that keep the plant running. Even for those that are not, opportunities exist for practical experience. For example, if working on a project designing a piping system, the engineer will be afforded the opportunity to go on “walk downs” to physically check the existing systems and how the new system will interface. They will also gain invaluable insight from those in the plant who are open to answering any questions about their systems.

Other daily activities can include the preparation of technical documents such as equipment specifications and engineering calculations.

# “What training opportunities exist, and where can I go from here?”

Bruce Power has a highly skilled and trained workforce. To ensure staff is competent and qualified to complete their assigned tasks, a combination of classroom, computer-based and on-the-job training is used, in conjunction with self-directed learning activities and attendance at various conferences, workshops and seminars.

Once hired, new engineers complete general employee training followed throughout their first year by the engineering initial training program. You will also be given stream-specific training according to your job. Periods of classroom and computer-based courses are followed by on-the-job training. During on-the-job training, the trainee will work under the guidance of an experienced engineer. Your success will depend upon your ability to be self-directed, to learn within short timeframes and to process lots of information.

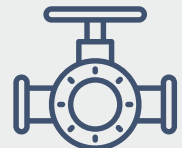
Ongoing training ensures that engineering staff remain up to date with any changes to equipment, policies, procedures and other relevant documentation, as well as covers topics of specific interest to division personnel. Continuous training requires both attendance at scheduled training events and completion of self-directed learning.

## Career opportunities

Bruce Power has a wealth of career opportunities and diverse career paths, whether individuals want to move into different departments within Engineering to advance their technical skills or advance into a leadership position.

The company also offers support to employees as they pursue advanced education, and requires engineers to obtain their professional engineering licence. There are ample opportunities to attend seminars, workshops and task-specific training provided by Bruce Power or outside agencies.

To support your growth and development, Bruce Power offers a formal mentor program and a robust goal setting and performance review framework.







# “What are some other important characteristics of the job?”

## Unionized environment

Engineers are represented by the Society of United Professionals, and things like compensation and vacation are part of the Collective Agreement between Bruce Power and the Society.

As part of your onboarding, you will have the opportunity to meet with a union representative and better understand what it means to be a part of a union.

## Schedule

Engineering staff normally work a 35-hour work week, Monday through Friday. If there is a requirement to work overtime, you will be compensated in accordance with the Collective Agreement that applies to your position.

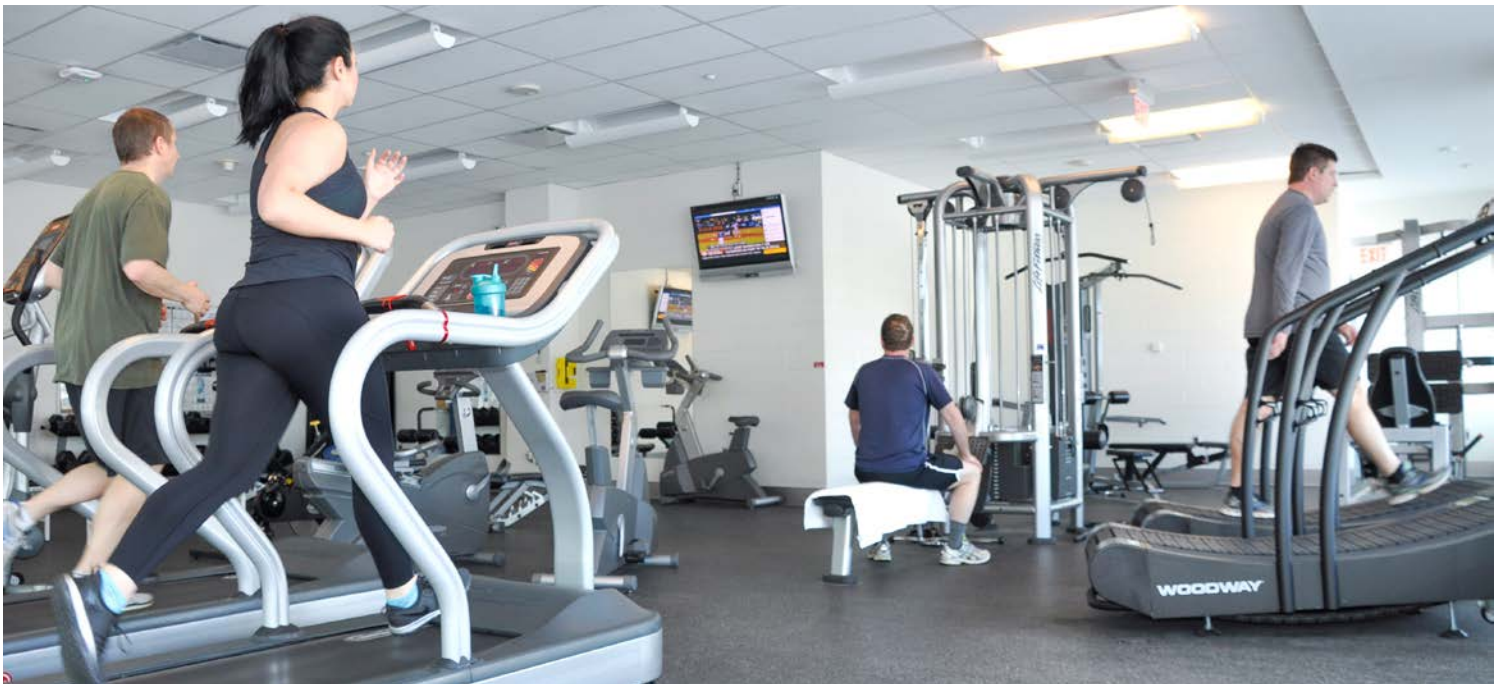
Shift work may be required when taking on special assignments or supporting outages.

## Discretion and responsibility

Being a nuclear professional means that all staff are responsible for the safety of one another, the station and equipment as well as the communities around us. This is accomplished through strict adherence to policies and procedures at all times. As a nuclear professional, we are expected to approach our job every day in accordance to the Bruce Power behaviours.

## Workload

Tasks are assigned by each Section Manager and can vary significantly depending on the section to which you are assigned. Both teamwork and independent activities can be a part of each day. Depending on the assignment, Engineering staff may be located in the stations or work in office environments across site, visiting the stations from time to time. During periodic unit outages, there is an additional focus to restart the units in a safe and timely manner, which can increase the workload for all involved.



# “Why should I choose Bruce Power?”

## Safety culture

At Bruce Power, Safety First is our number one value. Whether protecting our people, the environment or our neighbouring communities and the province, we operate 24 hours a day with safety at the forefront of everything we do.

## Pay and benefits

At Bruce Power, we invest in our employees by providing opportunities for advancement, competitive salaries, training programs and an excellent benefits package for eligible employees. Your Total Rewards package includes health and dental benefits, and group life insurance for permanent employees. All employees are offered vacation. Other benefits of Bruce Power employment include on-site medical staff, wellness programs, and multiple on-site gyms and state-of-the-art training facilities.

## Work conditions

Depending on the engineering section, engineering staff may work in an office environment or inside the nuclear station. In either case, engineering staff will interact with other teams within Engineering and our Maintenance and Operations divisions.

This support may include station site visits, walk downs of equipment, either indoors or outdoors, crawling into tight spaces or climbing ladders. Depending on the work task or site location, personal protective equipment (PPE) may be required and will be provided.

## Location

Bruce Power is situated on the shore of Lake Huron, between the towns of Saugeen Shores and Kincardine. The area offers a wealth of outdoor activities, beautiful beaches, golfing and a close-knit community.

# “What else do I need to know?”

## New to Nuclear

New to Nuclear (N2N) employees are provided a hard hat sticker that indicates a worker who is new to our industry or who has been out of the industry for more than three years. N2N workers are encouraged to ask for assistance and exhibit a questioning attitude.

## Community involvement

Bruce Power is fortunate to be surrounded by communities that understand and support our business. We have the privilege to contribute to the community and encourage our partners to do the same.

Every year, Bruce Power donates over \$2 million to community and charity organizations. We give back and lift up, help and cheer on. The intention is always the same — to support the great work that is being done to improve lives, protect the environment, celebrate culture, encourage education and build healthy communities throughout our region.

## Awards and recognition

We know your engineering career is important to you. We are honoured to be recognized as a great place to work by a number of organizations and publications.



## Proud past, bright future

In December 2015, Bruce Power reached an agreement with the Independent Electricity System Operator (IESO) to advance a long-term investment program that would refurbish our nuclear fleet and secure the site's operation to 2064.

The Life-Extension Program started on Jan. 1, 2016 and involves the gradual replacement of older systems in Bruce Power's eight reactor units during regularly scheduled maintenance outages.

As part of the Life-Extension Program, Bruce Power is carrying out its intensive Major Component Replacement (MCR) Project. The MCR Project began in January 2020 and focuses on the replacement of key reactor components in Units 3-8, including steam generators, pressure tubes, calandria tubes and feeder tubes.

The program will secure an estimated 22,000 jobs directly and indirectly from operations, and an additional 5,000 jobs annually through the investment program, injecting billions into Ontario's economy.

## Clean energy future

The nuclear industry has the opportunity to play a leadership role in the fight against climate change and the push towards Canada's Net Zero 2050 target.

In April 2021, Bruce Power formally announced its commitment to be a net-zero company by 2027, becoming the first nuclear operator in North America to set such an ambitious target.

Bruce Power Net Zero Inc. will focus on projects that are complementary to leverage Bruce Power nuclear, including storage, carbon off-sets, renewables, hydrogen and electrified transportation.

## About Bruce Power

Bruce Power is an electricity company based in Bruce County, Ontario. We are powered by our people. Our 4,200 employees are the foundation of our accomplishments and are proud of the role they play in safely delivering clean, reliable nuclear power to families and businesses across the province and cancer-fighting medical isotopes around the world.

Bruce Power has worked hard to build strong roots in Ontario and is committed to protecting the environment and supporting the communities in which we live.



**BrucePower™**  
Innovation at work

[brucepower.com/careers](https://www.brucepower.com/careers)

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CS220011B R001 APR2023

