



EPCOR provides clean water and wastewater, and safe, reliable power to the places in which we live and work. But we also provide more. We're a forward-looking company committed to excellence and environmental leadership and a valued partner in each and every community. We're looking for innovative leaders to help drive us forward. All we're missing is you.

Headquartered in Edmonton, Alberta, EPCOR is one of Alberta's Top 55 Employers and the best overall employer in Alberta Venture's ranking of Alberta's Best Workplaces. Our 2011 Corporate Accountability Report also achieved an "A+" level of reporting under Global Reporting Initiative guidelines.

### **Senior Manager, Assurance & Advisory Services**

EPCOR Utilities, Inc. is looking for a visionary risk management professional with a track record of exceptional execution and performance to join their Risk, Assurance & Advisory team as Senior Manager, Assurance & Advisory Services.

Reporting to the Director, Risk, Assurance and Advisory Services (the Chief Audit Executive), the Senior Manager is accountable for the performance of the Internal Audit Program. This includes developing, implementing, maintaining and improving this program, to achieve the required outcomes and objectives for the Assurance and Advisory group.

The accountabilities of this role include, but are not limited to:

- Provide input to the plans and directions of the Assurance & Advisory Services team strategy.
- Continue development, coaching and mentoring of a strong team of professionals, and ensure business plans and deliverables of are aligned and integrated, and include performance expectations and deliverable metrics.
- Assess competition and market opportunities and threats; recommend appropriate plans to improve the operational effectiveness of the function and implement decided actions.
- Ensure the delivery of optimal results against appropriate performance metrics. Establish, monitor, measure and report performance metrics.
- Understanding the current organizational risk management culture, and proactively consulting with business units throughout the company to inspire engagement.
- Staying informed of current assurance and advisory management practices, trends, and technologies by continuing to build and maintain industry working relationships, and participating in exchange groups, associations, and committees.
- Analyze and identify issues impacting operational performance and establish initiatives for continuous improvement to ensure that the organization's Internal Audit program based on the appropriate framework facilitates meeting the stakeholder's expectations and sustaining program effectiveness and efficiency.
- Maintain and improve the Internal Audit program (which includes finance, IT, operations and Health, Safety and Environment audits) to ensure that it is risk-based, value added and conducted in accordance with the Institute of Internal Auditor's Standards for the Professional Practice of Internal Auditing.
- Maintain and continue to improve on the CSox program for EPCOR in accordance with regulatory and disclosure requirements.

- Develop and nurture a high performance, high discipline, safe, accountable, focused, innovative and achievement-oriented organization that is easy to do business with.

As the successful candidate, you have a degree in business or another related discipline. You have achieved an accounting designation (preferably CA), a Certified Internal Auditor designation (or a related designation in risk or audit), or are working toward completion within the next year. Please note that a combination of related skills and experience may be considered (e.g. Professional Engineers holding an MBA along with related experience may also be considered).

The ideal candidate will have 5-7 years of progressive experience in Risk and Assurance Services, with experience in and knowledge of internal audit and the Institute of Internal Auditor's "Standards of Professional Practice for Internal Auditing". Operational exposure and knowledge pertinent to water and wastewater treatment and power and/ or water distribution and transmission is preferred. Experience in a regulated utility environment would be considered an asset. At least ten years of management experience is required.

Along with your knowledge and experience, you possess strong communication skills relative to such areas as conducting effective meetings, presenting information, workshop facilitation, interviewing, and conflict resolution. An excellent collaborator, you build and maintain strong internal and external relationships, and demonstrate a positive, outgoing attitude with a team-based perspective. You are fully engaged and committed to making innovative improvements on an ongoing basis and you actively seek opportunities to enhance personal and team effectiveness. You possess the ability to exercise sound judgment and advise management accordingly, meet all deadlines and deliverables, and produce high-quality work (such as reports and process improvements). You are fully committed to coaching and mentoring your team, with a focus on personal and professional development to enhance performance on audit and assurance engagements.

#### Additional Details

EPCOR employees enjoy a variety of benefits, including:

- Competitive salary
- Annual incentive (bonus) pay program
- Paid vacation
- Flexible benefits plan
- Five paid personal days off each year
- One Friday off per month
- Access to internal and external career development programs
- Financial support for personal development
- EPCOR Savings Plan with company matched contributions
- Pension Plan
- Financial support for employee wellness
- Career opportunities in a wide variety of disciplines and operational areas
- Financial support for charitable organizations that employees contribute to

For more information on this exciting career opportunity, please refer to IRC26624 on the EPCOR career website [www.epcor.com/careers](http://www.epcor.com/careers)

Application Deadline: January 29, 2013