YOUR NEXT CHAPTER STARTS HERE!

Niagara Peninsula Energy Inc.

JOB TITLE: DIRECTOR, STRATEGY AND PERFORMANCE

Niagara Peninsula Energy Inc. (NPEI) is a trusted Ontario electricity distributor serving approximately 59,000 customers across Niagara Falls, Lincoln, Pelham and West Lincoln. Rooted in community and focused on performance, NPEI is entering a period of significant growth and opportunity shaped by electrification, modernization, customer expectations and a focus on new non-regulated businesses. To help lead that next chapter, NPEI is seeking a dynamic Director, Strategy and Performance.

WHAT WE OFFER

- **Competitive salary: $136,599 – $170,748 per annum**
- **Defined Benefit Pension Plan (OMERS)**
- **Employer paid health & dental benefits**
- **Employee & Family Assistance Program**
- **Competitive vacation entitlement**
- **Professional development and training opportunities**

Shape Strategy. Drive Transformation. Power the Future of Energy!

POSITION SUMMARY

Reporting to the President & Chief Executive Officer (CEO) the position is responsible for driving enterprise-wide innovation & performance, translating the corporate strategy into actions, leading AI adoption, managing organization-wide key projects, optimizing processes and delivering data insights through data analytics and effective optimization processes.

The incumbent works with the Executive & Senior Leadership teams and Business Unit Leaders to ensure that all functions are strategically aligned to the corporate strategy, objectives & targets are clearly defined, performance outputs and processes are optimized and advances NPEI's transformation to digitization, AI and data analytics.

MAJOR ROLES & RESPONSIBILITIES

- Ensure the CEO & Executive Management Team (EMT) are kept informed of emerging issues and progress on key work plans, critical business decisions, and strategic objectives.
- Assist the CEO & EMT in the preparation of the company's strategic plan and monitor the implementation of the plan using performance measures
- Partner with business leaders to develop annual business unit objectives that align with the corporate strategy and scorecard, enterprise priorities and measurable performance targets.
- Establish, monitor and measure key performance indicators, milestones and outcomes to assess progress against approved objectives and strategic initiatives.
- Prepare and deliver regular reporting to the EMT & SLT on progress, risks, roadblocks, resource constraints and recommended mitigation actions.
- Assist business units with decision-making and issues management through facilitated process mapping, fact-based diagnostics, problem solving & root cause analysis utilizing proven LEAN and Six Sigma methodologies
- Develop and maintain dashboards, scorecards and reporting tools that provide timely visibility into enterprise performance, operational trends and decision-support data.
- Support enterprise-wide project management by overseeing project intake, prioritization, governance, status reporting and alignment of major initiatives to strategic objectives.
- Lead data analytics activities to identify opportunities for process optimization, operational improvement, risk mitigation and enhanced organizational performance.
- Oversee the records and materials management function, including the development of processes, standards and controls to support effective information governance and organizational accessibility.
- Other duties as assigned.

WHAT YOU WILL BRING

- Expert skill in leading organizational change and driving adoption of new technologies, innovation and processes
- Advanced understanding of AI, data analytics, enterprise platforms and process optimization
- Advanced skill in project prioritization, implementing standardized project management methodologies and overseeing complex portfolios
- Advanced stakeholder management and cross-functional collaboration skills
- Advanced analytical and problem-solving skills to address complex business challenges and opportunities
- Ability to leverage data insights for strategic and operational decisions and risk identification
- Ability to evaluate, select and integrate technology solutions that drive business value
- Expertise in translating strategy into actionable plans and measurable outcomes and to communicate unified strategic messages across multiple domains
- Strong communication skills, including the ability to present complex information clearly to senior leadership and stakeholders
- Proficiency in leveraging customer & internal client data and analytics to inform strategy and operational requirements
- Proven stakeholder management skills, including building partnerships with internal teams, and external customers
  Understanding of process optimization, service delivery, process improvement and continuous improvement initiative
- Advanced knowledge of budgeting & forecasting, customer/client centricity & process improvement applications
- Advanced knowledge of ERP systems and implementations

YOUR EXPERIENCE

- Bachelor of business, finance, data science/IT, engineering or related field
- Minimum 5 years' progressive leadership experience
- Demonstrated experience in a leadership role involving strategic planning, successful change implementation, innovation and business transformation
- Experience developing and presenting to a Board of Directors
- Demonstrated success in leading strategic initiatives, process optimization and innovation programs
- Six Sigma and/or Lean certification a requirement
- Experience developing data insights and analytics capabilities, including data governance, platform leadership and value delivery a requirement
- Project Management certification an asset (PMP, CSM)
- Familiarity with building internal AI capabilities and functionality an asset
- Experience overseeing a centralized PMO, managing complex project portfolios and implementing standardized process improvement an asset

APPLY TODAY!

Interested and qualified applicants are encouraged to apply by submitting a cover letter and resume no later than by **4:30 p.m. on Friday, November 13, 2026,** to people.culture@npei.ca

Please attach your resume and cover letter in **.docx or .pdf format**.

Career Center URL:

https://www.npei.ca/about-us/careers

Niagara Peninsula Energy Inc. is committed to creating an inclusive workplace and we encourage candidates from diverse backgrounds, experiences, and those who may need accommodation to apply to join our team. Our commitment to excellence in diversity goes beyond promoting equity. By incorporating a variety of experiences and perspectives, we create opportunities for innovative solutions and maximize the impact of our work.

We sincerely thank all applicants for their interest in this position; however, due to volume, only those selected for an interview will be contacted. Niagara Peninsula Energy Inc. is an equal opportunity employer and is AODA compliant. If you are selected to participate in the recruitment process for the position to which you have applied and require a disability-related accommodation, please notify the People & Culture Department. Any personal information submitted will be managed in accordance with the requirements of the Municipal Freedom of Information and Protection of Privacy Act and will be used only to determine eligibility for employment. In accordance with Canadian immigration requirements, this advertisement is directed to applicants who are authorized to work in Canada.

npe niagara peninsula energy Inc. Your Local Utility