



Position: Fleet Performance Manager
Location: Kitchener, ON
Compensation: Commensurate with experience and qualifications – a competitive package including health benefits, RRSP matching, generous vacation allowance, and staff discounts for solar and ev charging systems.

OVERVIEW

At VCT Group we believe in the future of solar architecture and electrification. We help our customers meet and exceed their sustainability goals while also realizing their investment goals. We have evolved significantly over the past 10 years and so has the landscape for renewables. We have built and continue to maintain the majority of our solar projects in collaboration with our customers. With 300 projects, more than 20 million kWh of energy generated per year (enough to power 2000 homes!) and over 3,000 tonnes of CO2 emissions reduced per year; we are entering a period of strong growth. Our latest endeavours push the limits to rethink underutilized space, such as custom designed solar carports, drive electrification with modern and future ready EV charging solutions and work closely with industry leading developers to build out the future of how we generate, use and store electricity. Our team is seeking candidates that think beyond historical boundaries and push for a bright, prosperous and energy efficient future.

We are also the founders of a community-based energy investment vehicle. The CED Co-op allows all Ontarians to invest and take part in building solutions to combat climate change. The Co-op has raised over \$20 million in investments from its 750+ members, on its way to developing a portfolio of over \$45 million of renewable energy projects. We are proud that CED Co-op is the first co-operative in Canada to become a public corporation, enabling these investments to be held in RRSP, RESP, TFSA and RRIF investment portfolios. Future projects under development for the Co-op include community-based net-metering and potentially building efficiency projects such as geo-thermal heating and cooling, EV charging-as-a-service plus many more areas of opportunity.

VCT Group requires a Fleet Performance Manager to drive the performance of our portfolio of operating solar projects. Through your work, we will monitor and service solar installations to achieve top notch performance, and ensure internal efficiency is achieved in order to deliver customer value. You will be able to directly leverage your technical knowledge, creative problem-solving abilities, and organizational skills to grow VCT's service capabilities. This position involves working out of our Kitchener office under the direction of the President. Come make an impact in our organization as we make an impact on the future of renewable energy.

SPECIFIC RESPONSIBILITIES INCLUDE:

- Timely and accurate solar project portfolio performance analysis and reporting
- Manage and resource O&M team for effective and timely corrective actions – driving for 'UpTime'
- Develop and implement maintenance plans for performance and reliability
- Direct O&M team in resolving inverter, panel, power electronics and controls problems
- Direct O&M team in troubleshooting network, communications, cellular and data connection issues
- Design and manage projects related to network communications, system/motor controls, metering and analysis, and solar system retrofits
- Analyze production and failures to inform future designs and enhancements
- Undertake special projects to explore system modifications for enhanced performance





REQUIRED QUALIFICATIONS:

- Degree in a related electrical or engineering discipline required.
- Demonstrated understanding of electrical grid, electrical design theories and engineering standards.
- Demonstrated knowledge of Ontario electrical code.
- Minimum 5 years related work experience in managing field assets or field service.
- Able to effectively communicate both verbally and in writing with all levels of stakeholders.
- Demonstrated attention to detail, customer care and superior quality of work.
- Strong organizational, time management and adaptability skills.
- Ability to identify problems and develop multiple creative alternatives for problem resolution.
- Able to work independently with tight timelines in a fast-paced environment.
- Highly efficient use of relevant computer applications including CAD, project management, MS Office suite.
- VCT Group has implemented a Mandatory COVID-19 Vaccination Policy, all applicants must be fully vaccinated and provide appropriate documentation upon hiring.

ADDITIONAL SKILLS, ABILITIES AND QUALIFICATIONS THAT WOULD BE AN ASSET:

- Field electrical, solar installation or maintenance experience in commercial or residential settings.
- Demonstrated ability to develop cost control measures and value engineer systems.
- Experience in solar project design and project development processes.
- Experience in EV charging and battery storage project design and project development processes.
- Understanding of codes (electrical, building) in multiple geographic markets across US and Can.
- Experience in materials procurement and logistics planning.

YOU'LL LIKELY BE A PRETTY GOOD FIT IF SOME OF THE FOLLOWING DESCRIBES YOU:

- You enjoy learning and are excited at the opportunity to dive into problem-solving for solar, EV charging and battery storage projects.
- Without being arrogant or boastful, you are quite inwardly competitive and like to feel accomplished, knowing that our systems outperform their peers because of your diligence and attention.
- You're a technical wizard, especially with excel, your colleagues often come to you for computer help.
- You're an innovator and inventor, you can't stop yourself from critically evaluating everything you see, from a position of curiosity rather than superiority, thinking of ways it can be done better.
- You already own an electric vehicle, or can hardly wait to get one, and you are keenly aware of your environmental footprint and impact.

If you do not feel you can tick all the boxes for required qualifications, let us know why and what you bring that shares new perspectives or talents. We seek enthusiastic candidates willing to take a step into the exciting future of electrification.

Interested candidates should forward their resume and cover letter to hr@vctgroup.com. We would like to thank all candidates for their interest, however, only those potentially suitable for the position will be contacted.

