<table>
<thead>
<tr>
<th>Job title</th>
<th>Structural unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>President – Hydro-Québec TransÉnergie</td>
<td>DIV Hydro-Québec TransÉnergie</td>
</tr>
</tbody>
</table>

**Mission**

- Transmit power at optimal cost with the expected level of quality to meet the demand for electricity, while ensuring optimal long-term operability and development of the transmission system, and complying with the principles of sustainable development.
- Ensure cost-effective power flows throughout the transmission system under its responsibility, in keeping with power quality expectations and rules governing the North American electricity industry.
- Develop marketing strategies for the services it offers.
- Handle all transmission-related filings with the Régie de l'énergie.
- Provide and monitor TransÉnergie’s strategic plan.
<table>
<thead>
<tr>
<th>Job title</th>
<th>Structural unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director – Marketing and Regulatory Affairs</td>
<td>DIV Hydro-Québec TransÉnergie</td>
</tr>
</tbody>
</table>

**Mission**

- Establish and guide the division’s strategic and operational planning process, specifying orientations, strategies and targets.
- Ensure TransÉnergie’s business development related to power transfers and non-regulated products and services.
- Ensure effective management of business relations with transmission customers, including their satisfaction with services rendered.
- Present before the Régie, directly or indirectly, TransÉnergie’s issues, interests, orientations and filings.
- Ensure the development and recommend tariff strategies; and devise, apply and interpret the open access transmission tariffs, including system impact study requests and connection requests.
- Ensure the development of OASIS.

**Unit outputs**

- Provide the guidelines and parameters needed to carry out strategic planning.
- Provide the division’s strategic plan, taking into account present and future business needs, the transmission system development plan (growth and continued reliability), system operating requirements, workforce trends and finances.
- Develop and implement TransÉnergie’s sales and marketing strategy for power transfers and non-regulated products and services (orientations, rates, marketing and customer service).
- Develop, enter into and manage commercial and licensing agreements with business partners in order to market the division’s non-regulated products and services.
- Set out sales levels, profit targets and pricing policy for TransÉnergie products and services.
- Manage agreements with customers, including those with Hydro-Québec Distribution and those regarding existing generating stations.
- Develop and/or support the development of agreements with other transmission providers and neighboring systems.
- Manage requests for system impact studies and for connection to the TransÉnergie grid.
- Act as a single point of contact for TransÉnergie and the division’s primary channel for communications with transmission system customers.
- Scrutinize regulatory changes in and outside Québec, and participate in the evolution of Québec regulations.
- Present TransÉnergie interests before the Régie de l’énergie.
- Provide support to units involved in filings before the Régie de l’énergie.
- Provide strategy, guidance and support regarding open access transmission tariffs in Québec, the TransÉnergie grid and rate schedules suited to transmission provider needs.
- Integrate and coordinate the evolution of various models for rates outside Québec and carefully assess their impact on the Québec model and on the defence of rate cases.
- Provide the OASIS development plan and ensure its follow-up.
### Job Description

**Senior Management Position**

**Job title**  
Director – Financial Planning and Controller

**Structural unit**  
DIV Hydro-Québec TransÉnergie

#### Mission

- Guide, plan and control at the division level revenue inflows and the use of financial resources.
- Propose orientations and provide the division’s master plan and business plan.
- Provide the Management Committee with the required support to establish and guide the division’s strategic and operational planning process.
- Manage and support implementation of the action plan on division efficiency.
- Prepare division financial statements in accordance with generally accepted accounting principles and company guidelines.
- Ensure that reliable management and financial information is available to the division for establishing targets and performance indicators.
- Establish the cost of activities and internal transfer price of goods and services in accordance with company guidelines.
- Provide expertise and support in economic, financial and budgetary matters.
- Manage and support implementation of the action plan on division efficiency.
- Provide the Management Committee with the required support to assess division business risks, to establish the annual control plan and to draft the annual declaration of control-related duties of the President and division.

#### Unit outputs

- Business plans and management review of the division
- Strategic plan and business plan of the division
- Action plan on efficiency
- Orientations, strategies, targets and contractual objectives of the division
- Guidelines and parameters needed for strategic and operational planning
- Short-, medium- and long-term financial outlook of the division
- Consolidated financial statements of the division (including subsidiaries and any interests under the division’s responsibility)
- Quarterly book consolidating the company’s financial statements (including computer links and data providing input to company accounting systems)
- Annual control plan of the division, control assessments and the division’s declaration of duties
- Notices and financial analyses of capital projects
- Actual and forecast financial information on the division provided to external bodies (Régie de l’énergie, parliamentary committee, etc.)
- Regular communications with the company’s Chief Financial Officer in order to prepare monthly consolidated financial statements
- Competitive intelligence and benchmarking regarding business processes
- Expertise and support in the economic and financial assessment of projects
- Expertise for developing and justifying regulatory filings
Job Description
Senior Management Position

<table>
<thead>
<tr>
<th>Job title</th>
<th>Structural unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Manager – Transmission – Northeast / Southwest</td>
<td>DIV Hydro-Québec TransÉnergie</td>
</tr>
</tbody>
</table>

**Mission**

Ensure transmission system operations in the northeast/southwest territory at optimal cost and with the expected level of reliability and security.

**Unit outputs**

- Oversee the reinvestment program (current activities) needed to ensure the security, reliability, long-term operability and optimal performance of transmission facilities in operation.
- Optimize use of transmission equipment and facilities based on the established needs of all customers and markets, and on the potential of sites in operation.
- Represent TransÉnergie and defend its interests in issues related to the operation of facilities in the territories served.
- Maintain the performance of facilities in a context where they are subjected to increasing use.
- Mobilize staff and improve the efficiency of activities in an increasingly demanding business context.
- Pursue efforts in community relations to maintain Hydro-Québec’s role as a motor for development, with territory stakeholders, by creating and expanding partnerships and cooperative relationships with communities.

**Job requirements**

- Hold an undergraduate university degree in a relevant field, or equivalent. A masters degree would be an asset.
- Have at least 15 years of management experience, including managing an upper management team.
- Besides having a strategic vision and business sense, be capable of understanding the factors determining cost-effectiveness and to deploy all efforts to achieve it.
- Know how to seize business opportunities and produce win-win agreements.
- Be able to take aim on major issues and manage a team.
- Be skilful in foreseeing situations or opportunities requiring innovative solutions on a strategic level.
- Possess the political sense needed to identify what is at stake in corporate or cross-cutting issues.
- Have a good command of French and English.
Job Description
Senior Management Position

<table>
<thead>
<tr>
<th>Job title</th>
<th>Structural unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regional Director and Director – Transmission [territory]</td>
<td>DIV Hydro-Québec TransÉnergie</td>
</tr>
</tbody>
</table>

### Mission

Ensure adequate power transfers to supply customers within the region covered, showing due regard for competitiveness and sustainable development.

Represent Hydro-Québec and coordinate its activities within the region through economic partnerships pursued with local communities.

### Unit outputs

- Develop the unit’s business plan and ensure its implementation, with a view to optimizing performance, minimizing costs and ensuring the long-term operability of facilities.
- Provide power flows and transfer capability as set out in agreements.
- Ensure optimal operation and maintenance of facilities in the territory, with due care for the environment.
- Ensure the performance of facilities in the territory.
- Ensure optimal cost management of the unit with regard both to the territory’s existing facilities, and to technological choices for new facilities and for refurbishments to existing facilities.
- Offer specialized services in the unit’s area of expertise to other units in the territory.
- Maintain business relations with the various organizations and stakeholders in the territory, with a view to harmonizing the company’s activities and development with those of local communities.
Job Description
Senior Management Position

**Director – Planning and Business Strategies**

**Mission**
Ensure that operational strategies are planned for the entire southwest/northeast territory with a view to supporting transmission system operations at optimal cost with the expected level of reliability and security.

**Unit outputs**
- Develop programs to optimize the use of transmission facilities and equipment based on the needs established for all customers and markets, considering the potential of sites in operation.
- Support the continued performance of facilities in a context where they are subjected to increasing use.
- Implement business, maintenance, operability and capital spending plans to ensure the security, reliability, long-term operability and optimal performance of transmission facilities in operation.
- Support units in equipment performance diagnostics and in developing solutions to technical and environmental problems in the field of transmission systems and apparatus.
- Ensure that specialized maintenance is performed for TransÉnergie, particularly through shop management.
- Manage TransÉnergie’s fleet of strategic equipment on standby.
- Liaise with TransÉnergie’s assets planning unit and with all facilities.
- Mobilize staff and improve the efficiency of activities in an increasingly demanding business context.

**Director – Assets Planning**

**Mission**
- Provide the integrated transmission system development plan.
- Provide orientations that ensure the development and long-term operability of the transmission and communication systems in order to ensure a level of service continuity and quality that meets customer needs at optimal cost.
- Provide TransÉnergie’s strategic plan and assets management plan, taking into account the need to expand, renew, improve and operate the transmission system, as well as the financial position of the division and company.
- Provide the information technology development plan and TransÉnergie’s corresponding technological architectures.
- Ensure information technology security for TransÉnergie.

**Unit outputs**
- Produce a development plan for the transmission system (including the telecommunication network) that covers...
growth, long-term operability, technological evolution and reliability.

- Develop TransÉnergie’s strategic plan and assets management plan, and associated performance indicators.
- Develop and recommend orientations and development strategies for the transmission system and telecommunication network, recommend the studies and projects entailed, and ensure that content, costs and schedules comply with those approved.
- Establish system design criteria, performance characteristics and general electrical characteristics for transmission and telecommunication equipment.
- Set power transfer limits and operating strategies for the transmission system and interconnections.
- Provide system impact studies related to the transmission system.
- Provide expertise on planning and performance studies for a transmission and telecommunication system.
- Provide R&D orientations to increase transfer capability and to meet other transmission system needs.
- Ensure the development of interconnections and propose solutions for transmission loading relief on neighboring systems.
- Produce TransÉnergie’s information system development plan and ensure its monitoring and evolution.
- Produce TransÉnergie’s technological architectures and ensure their monitoring and evolution.
- Ensure coordination of information technology security for TransÉnergie.
# Job Description

## Senior Management Position

<table>
<thead>
<tr>
<th>Job title</th>
<th>Structural unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director – System Control</td>
<td>DIV Hydro-Québec TransÉnergie</td>
</tr>
</tbody>
</table>

## Mission

Control power flows at optimal cost and balance generation and load in real time throughout the transmission system under its jurisdiction, with the expected level of quality and in compliance with regulations governing the electricity industry.

## Unit outputs

- Produce the master plan and business plan for the control process, and ensure that they are monitored and implemented with due consideration for optimal performance, unit cost and upgradeability of tools.
- Produce an integrated annual outage schedule.
- Ensure real-time generation/load balancing.
- Provide daily generation and interchange schedules under agreements with the units involved.
- Control power flows in real time at optimal cost.
- Administer those systems required for grid management under its control in keeping with company orientations.
- Provide customers with ancillary services (voltage control, frequency control, reserve, etc.).
- Provide information on the grid’s available transfer capabilities.
- Obtain revenues derived from power flows and related functions.
# Job Description

## Senior Management Position

**Job title**
Director – Operations

**Structural unit**
DIV Hydro-Québec TransÉnergie

### Mission

Ensure optimal operation of telecontrol (SCADA) centres and provide optimal SCADA services to territorial generation and transmission units at optimal cost with the expected level of quality.

Optimize telecontrol centres.

### Unit outputs

- Provide the telecontrol centres’ business plan and ensure that it is monitored and implemented with due consideration for optimal performance, centre unit cost and upgradeability of tools.
- Ensure consistency in all telecontrol centre operations.
- Ensure coordination of the action required to optimize the telecontrol centres.
- Manage the SCADA systems for generation and transmission facilities, in accordance with company orientations.
- Manage SCADA costs and set orientations for telecontrol centre development based on satisfying customer needs at an optimal cost.
# Job Title
**Director – Transmission Expertise and Technical Support**

<table>
<thead>
<tr>
<th>Structural unit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DIV Hydro-Québec TransÉnergie</strong></td>
</tr>
</tbody>
</table>

## Mission
Support transmission units in equipment performance diagnostics and in developing solutions to technical and environmental problems in the field of transmission systems and apparatus.

Carry out feasibility studies on projects to add or modify transmission facilities, as mandated by the transmission planning and programs unit (Plans et programmes d'équipement de transport).

## Unit Outputs
- Set facility design criteria and perform feasibility studies for projects to add or refurbish transmission system facilities.
- Set standards and certify electrical equipment and systems.
- Develop maintenance instructions.
- Provide performance test results for, and ensure the proper functioning of, transmission system equipment and special protection systems.
- Provide special testing services and acceptance testing based on performance specifications.
- Provide expertise services related to facility maintenance and project implementation.
- Manage all of the company’s landed property (land holdings and rights-of-way).
- Assess the environmental performance of TransÉnergie processes.
- Plan and manage the R&D program, and acquire competitive intelligence regarding the transmission process.