



BrucePower™
Innovation at work



Engineering

REALISTIC JOB PREVIEW

Bruce Power is looking for engineers who are eager to learn, take on complex challenges, and contribute to work that matters. Learn more about this unique opportunity and discover what it's like to build a career in the nuclear sector.

Join our Engineering team

Engineers are the backbone of safe, reliable, and innovative nuclear operations. From optimizing plant design and equipment performance to safeguarding reactor safety and environmental protection, our engineers drive long-term reliability and regulatory excellence through proactive strategies and technical leadership.

At Bruce Power, engineers do more than solve problems — they help power Ontario. Your ideas can help shape the future of clean energy, light up millions of homes, and drive innovation that propels Canada forward.



Bruce Power — Powering Ontario forward

Established in 2001, Bruce Power is Canada's only private sector nuclear generator, safely delivering clean, reliable nuclear power to families and businesses across Ontario and cancer-fighting medical isotopes used around the world.

At Bruce Power, you will experience the meaningful work of advancing Ontario's clean energy future and medical isotope innovation while contributing to a culture of excellence. Step into an inclusive and dynamic environment that values collaboration, encourages bold ideas, and empowers you to make a real difference.

Be a part of the team — our future is bright!

Table of Contents

- 4 Launching your engineering career at Bruce Power
- 6 The hiring process
- 8 Building a career in engineering
- 10 Meet Maria, Engineering Trainee
- 12 Beyond the job description
- 14 Why engineers choose Bruce Power

**Limitless
opportunities.
Meaningful work.
Innovative energy.**





Launching your engineering career at Bruce Power

Bruce Power offers multiple entry pathways into engineering, supporting students, new graduates, and experienced professionals. These pathways are designed to build strong technical capability, reinforce nuclear safety culture, and develop long-term engineering careers within the organization.

1. Student and co-op pipeline

WHO IT'S FOR:

- Engineering students currently completing a University degree.

HOW IT WORKS:

- Students are hired into engineering-related student roles ranging from **4 months up to 16 months**, depending on program and business needs.
- Roles provide hands-on experience in nuclear operations, design, and station support.
- Performance during student terms is a key factor in future hiring decisions.

OUTCOME:

- High-performing students are prioritized for new graduate or term engineering roles after graduation.

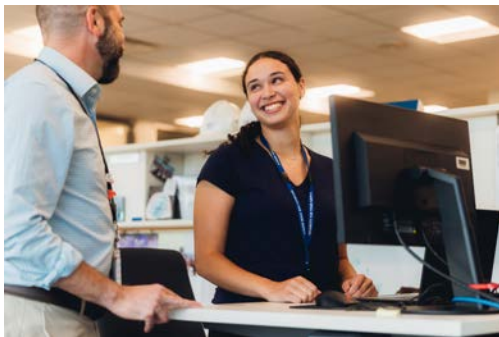
2. Term engineering opportunities

WHO IT'S FOR:

- Early-career engineers or external candidates seeking entry into Bruce Power Engineering.

KEY DETAILS:

- Term engineering positions may be offered for up to a **60-month duration**.
- Term positions are posted on the Bruce Power Careers webpage **quarterly (January, April, July, October)**.
- Applicants can apply once annually and will be considered for all engineering opportunities posted throughout that year.



WHY START AS A TERM ENGINEER AT BRUCE POWER?

Working as a term employee offers a strong and supportive transition into Bruce Power Engineering:

- Gain **hands-on experience in a highly regulated, safety-focused nuclear environment**.
- Work on **high-impact, meaningful engineering work** that supports Ontario's electricity supply.
- Access **on-the-job learning, mentorship, and exposure** to diverse engineering disciplines.
- Build internal experience, networks, and performance history that support future career movement.
- Competitive compensation and benefits aligned with Bruce Power's commitment to talent development.

OUTCOME:

- Society Term Employees have the ability to apply to permanent engineering opportunities and are given consideration before external candidates.

3. Permanent engineering opportunities

WHO IT'S FOR:

- Permanent engineering opportunities are designed for candidates with specialized technical, systems, or design expertise who are looking to make a long-term impact at Bruce Power. These roles provide the opportunity to apply engineering knowledge in areas such as system ownership, station reliability, design change implementation, and continuous improvement.

Why pursue a permanent engineering career at Bruce Power?

Permanent employment at Bruce Power offers long-term stability, growth, and purpose:

- **Career-long development** within a world-class nuclear organization.

- Opportunities to work on **complex, high-safety, and nationally significant engineering challenges**.
- Access to **professional development, leadership pathways, and advancement opportunities**.
- Competitive total rewards, including **salary, pension, benefits, and work-life support**.
- Long-term contribution to **clean, reliable electricity and Ontario's energy future**.

Considerations:

- Movement into engineering is competitive and business-driven.
- Selection is based on qualifications, performance, and organizational need.

The hiring process



Step 1: Vacancy

When engineering opportunities become available, they are posted on brucepower.com/careers. Applicants must be eligible to work in Canada and submit their application online.

Bruce Power recruits for both temporary and permanent engineering positions through quarterly engineering recruitment postings. These postings are used to support hiring needs throughout the year, and applicants are considered for all relevant opportunities.

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

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 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: Interview

Bruce Power's engineering interview process is designed to understand both who you are and how you think as an engineer. You can expect to deliver a short presentation on a topic of your choice, such as a capstone project, teamwork experience, or other relevant work or academic accomplishment, and demonstrate how you align with Bruce Power's values.

The presentation is followed by structured behavioural and technical questions tailored to your engineering discipline or the area of engineering in which the position available is within, providing an opportunity to showcase technical knowledge, problem-solving skills, and fit within Bruce Power's collaborative, high-performance engineering culture.

Step 4: Selection

A job offer is conditional on successfully passing the following:

SECURITY CHECKS

Working at a nuclear facility requires a very detailed security background clearance process. Applicants are subject to Canadian Security Intelligence Service, Royal Canadian Mounted Police, and Ontario Provincial Police background checks prior to site admittance. The security process can take approximately eight to 12 weeks to complete. Successful candidates will need to ensure their paperwork is completed in a thorough and timely manner.

MEDICAL REQUIREMENTS

Applicants must complete a confidential medical information questionnaire.

REFERENCE CHECKS

References of selected applicants will be contacted (we require a minimum of two supervisory references).

EDUCATION VERIFICATION

Proof of education is a requirement.



Empowered workforce

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



Building a career in engineering

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 produce, on average, approximately 30 per cent of Ontario's power.

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, our engineers 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.

Bruce Power looks for disciplined, self-starting engineers who take accountability for their work and operate with the highest level of integrity. We value team-oriented professionals who collaborate effectively, challenge the status quo constructively, and bring a continuous improvement mindset to everything they do, delivering safe, reliable, and high-quality outcomes for the business.



Safety First

BRUCE POWER'S NUMBER 1 VALUE

Design Engineering

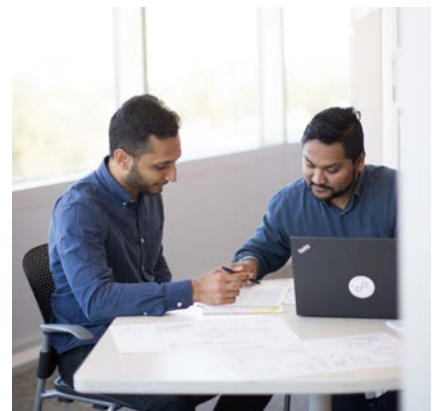
Design Engineering develops solutions that support safe and reliable station operations. The team provides engineering expertise for equipment upgrades, asset management initiatives, sustaining capital, and major projects. By developing technical designs, establishing engineering standards, and advancing digital engineering tools, Design Engineering helps improve efficiency and performance across the project lifecycle.

Reactor Safety Engineering

Reactor Safety Engineering safeguards the plant's design and licensing basis through safety analysis, risk assessment, fuel and physics engineering, and fitness-for-service evaluations. As a technical authority, the team helps ensure regulatory compliance and supports the long-term safe operation of the station.

Station Engineering

Station Engineering provides direct, front-line engineering support to operations, maintenance, outages, and work management. The team resolves emergent issues, supports the execution of station work, and ensures engineering requirements are met to maintain safe and reliable station operations.





Meet Maria, Engineering Trainee

Maria Accardi first joined Bruce Power as a nuclear engineering co-op student, spending 20 months in Reactor Safety Engineering's Deterministic Safety Support group. After graduating, she returned to the company and is now building her career in the same area that sparked her interest as a student.

Learning through experience

Since joining Bruce Power, Maria has embraced opportunities to grow both technically and professionally. She served as a student lead, helping mentor new co-op students, became involved with Bruce Power's North American Young Generation in Nuclear (NAYGN) chapter, and was invited to speak at a Women in Nuclear (WiN) conference.



“I’ve had opportunities to learn from different mentors, shadow a variety of teams, and expand both my technical knowledge and professional network.”

“I love being able to follow projects from start to finish and see their impact on improving safety margins and providing operational flexibility.”

Making an impact

In her current role, Maria supports technical assessments that help ensure the station operates safely and reliably. Her work contributes to both day-to-day operations and outage activities, supporting a wide range of initiatives.

What she enjoys most is seeing projects progress from start to finish and understanding the impact they have on plant operations.

A culture of support

One of the things Maria values most about working at Bruce Power is the support she has received from her team. Through mentorship, collaboration, and hands-on experience, she's been able to grow her confidence and take on increasingly complex projects while working toward her Professional Engineer (P.Eng.) designation.

“Everyone on my team has been incredibly supportive. Their mentorship has been invaluable to my development and success.”

Advice for future engineers

For individuals considering a career at Bruce Power, Maria encourages them to stay curious and open to new opportunities.

“Keep an open mind and stay eager to learn. There is a wide variety of work and support available, and some of the opportunities you'll enjoy most may be the ones you never expected.”



A photograph of two male engineers in a large industrial facility, likely a nuclear power plant. They are both wearing white hard hats and safety glasses. The engineer on the left is wearing a blue button-down shirt and jeans, holding a yellow object to his mouth. The engineer on the right is wearing a grey polo shirt and jeans, with his hands on his hips. They are standing next to large, dark, ribbed cylindrical components. The background shows the vast interior of a factory or power plant with high ceilings and industrial equipment.

Beyond the job description

Engineering at Bruce Power offers a combination of technical problem-solving, continuous learning, and opportunities to contribute to one of the world's largest nuclear facilities. While every role is different, engineers can expect a supportive learning environment, a strong emphasis on safety, and opportunities to build expertise throughout their careers.

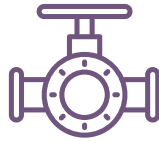
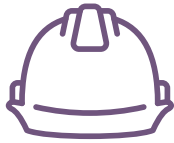
Learning and development

Bruce Power invests heavily in the development of its people. Through strong internal training, mentorship, and targeted external programs, we build deep technical proficiency and leadership capability, helping attract and retain top talent while maintaining a highly skilled, industry-leading workforce.

As a new engineer, you'll complete general onboarding and foundational training, followed by the Engineering Initial Training Program during your first year. Depending on your role, you'll also receive specialized technical training tailored to your area of work.

Training combines classroom learning, computer-based courses, and hands-on experience. You'll work alongside experienced engineers who provide guidance and mentorship as you develop technical knowledge, practical skills, and an understanding of the nuclear industry.

Learning doesn't stop after your first year. Engineers continue to build their expertise through formal training, self-directed learning, project work, and exposure to new technologies, processes, and industry best practices.



Working environment and schedule

Engineers are represented by the Society of United Professionals. Compensation, vacation, overtime, and other terms and conditions of employment are outlined in the Collective Agreement between Bruce Power and the Society. As part of your onboarding, you'll have the opportunity to meet with a Society representative and learn more about working in a unionized environment.

Most engineers work a 35-hour week, Monday to Friday, providing a predictable schedule and strong work-life balance. Depending on operational requirements, outages, special assignments, or project schedules, additional hours or shift work may occasionally be required. Any overtime is compensated in accordance with the Collective Agreement.

Workload and expectations

Being a nuclear professional means being part of a team that is committed to safety, excellence, and continuous improvement. Engineers are expected to take ownership of their work, make informed recommendations, collaborate across teams, and uphold the high standards required in a nuclear environment.

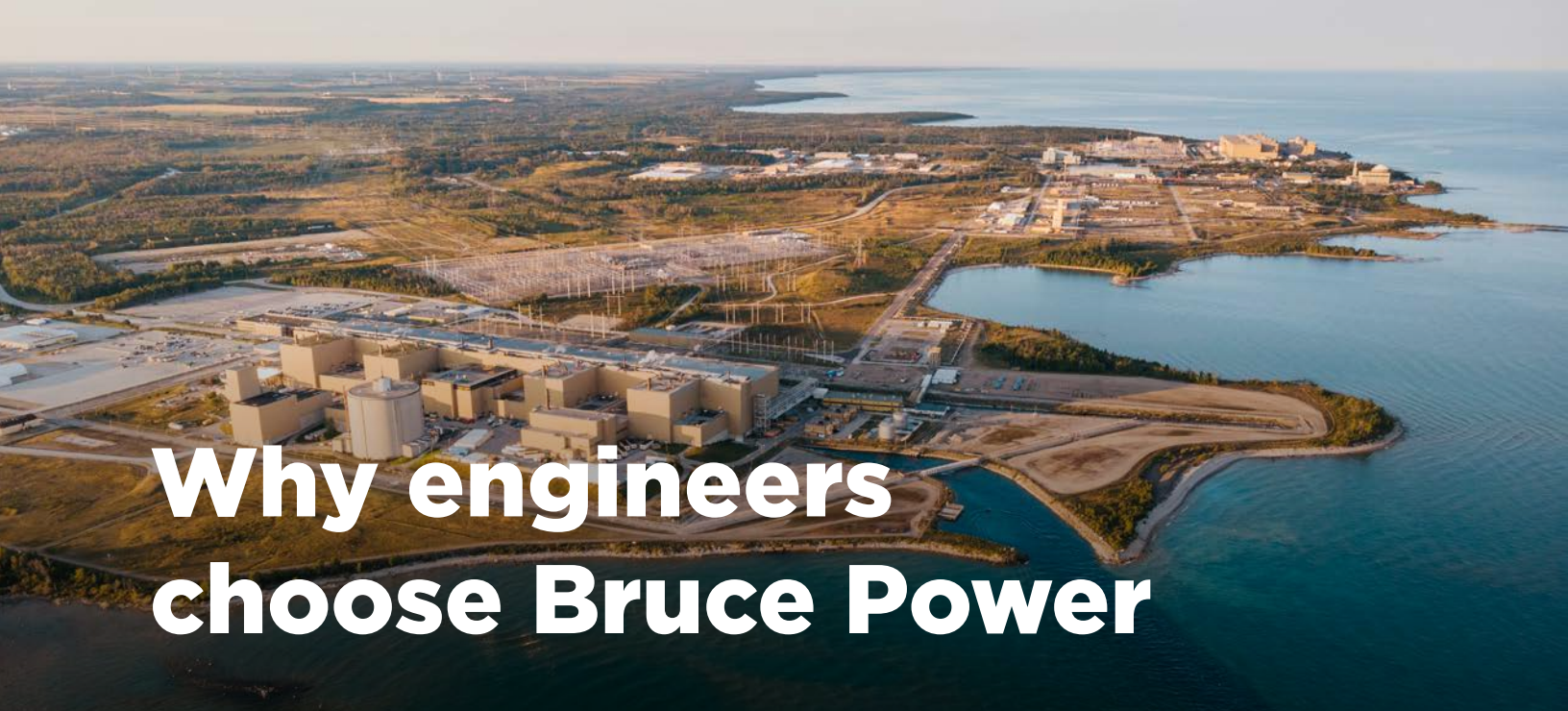
The workload can vary throughout the year depending on operational needs, project schedules, and outage activities. While much of the work is planned, engineers may occasionally respond to emerging issues, changing priorities, or time-sensitive initiatives. Success in the role requires flexibility, strong organizational skills, and the ability to balance multiple priorities while maintaining a focus on safety and quality.

Career growth

A career in engineering at Bruce Power offers more than a single path. Some engineers choose to deepen their technical expertise, while others pursue opportunities in project leadership, people leadership, or different areas across the company.

From day one, Bruce Power backs your journey to P.Eng., supporting registration and exams, celebrating your achievement, and opening the door to increased responsibility and earning potential. Engineers are also encouraged to expand their skills through conferences, workshops, specialized training, and industry networking opportunities.

As the energy industry continues to evolve, you'll have opportunities to grow alongside it, building new skills, taking on new challenges, and developing a rewarding long-term career.



Why engineers choose Bruce Power

Work that matters

Engineers at Bruce Power help support the safe, reliable operation of one of the world's largest nuclear generating facilities. Whether you're solving technical challenges, supporting major projects, contributing to plant improvements, or enabling the production of cancer-fighting medical isotopes, your work has a direct impact on Ontario's electricity system and communities around the world.

Growth, opportunity and career stability

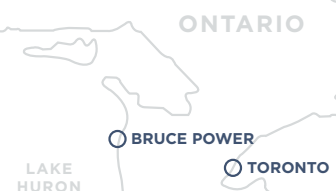
As demand for reliable, low-carbon electricity continues to grow, nuclear energy is playing an increasingly important role in Ontario's energy future. Bruce Power's ongoing investment programs, including the Life-Extension Program and Major Component Replacement (MCR) Project, provide engineers with opportunities to work on complex, large-scale initiatives while building long-term careers in a stable and evolving industry.

These projects allow engineers to develop highly valued technical expertise while contributing to work that has a lasting impact on Ontario's electricity system. Beyond ongoing life-extension activities, Bruce Power continues to evaluate future opportunities, including the potential for Bruce C, creating additional pathways for professional growth and long-term career development.

Innovation at work

Engineering at Bruce Power isn't just about maintaining existing systems. Employees are helping drive innovation through advanced technologies, digital engineering tools, process improvements, and new applications for nuclear technology.

From supporting the production of cancer-fighting medical isotopes to exploring emerging technologies and innovative solutions to complex challenges, engineers are encouraged to think critically, share ideas, and continuously improve the way work is performed.





Safety and excellence

Safety is our number one value. Working in a nuclear environment means being part of a culture that prioritizes safety, operational excellence, and continuous improvement. Engineers are encouraged to ask questions, seek guidance, and learn from one another throughout their careers.

Compensation and benefits

Bruce Power offers competitive compensation, a comprehensive benefits package, and opportunities for career advancement. Employees may be eligible for health and dental coverage, life insurance, wellness programs, on-site fitness facilities, and other employee support programs.

Community and lifestyle

Located on the shores of Lake Huron between Saugeen Shores and Kincardine, Bruce Power offers the opportunity to build a rewarding career while enjoying an exceptional quality of life. The region is known for its natural beauty, including beaches, trails, parks, and year-round outdoor recreation, as well as vibrant local events and welcoming communities.

Bruce Power is deeply connected to the communities where we live and work. Through support for local organizations, environmental initiatives, education programs, and charitable causes, employees have opportunities to make a meaningful impact both at work and beyond.

Supporting a clean energy future

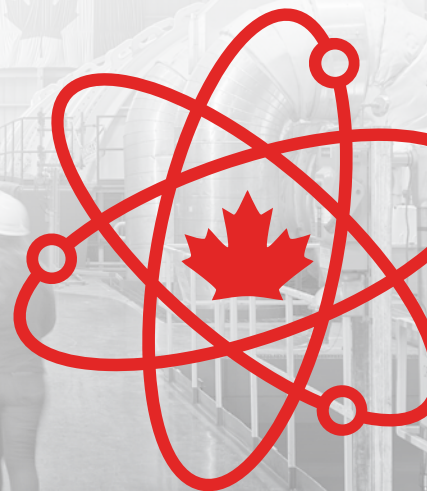
Nuclear energy plays an important role in providing Ontario with clean, reliable, low-carbon electricity. As part of the Bruce Power team, engineers contribute to the technologies, projects, and innovations that support the province's long-term energy needs and climate goals.

Canadian at our core

As a proudly Canadian-owned company, Bruce Power provides safe, reliable, low-carbon electricity to Ontario and produces medical isotopes used around the world.

Engineers play a key role in enabling this work, contributing to the technologies, projects, and innovations that support Ontario's energy needs while advancing applications that improve lives globally.

Bruce Power also contributes significantly to Canada's economy, supporting thousands of jobs through its operations and extensive supply chain while investing approximately 95 per cent of its spending in Canada.



About Bruce Power

Bruce Power is an electricity company based in Bruce County, Saugeen Ojibway Nation Territory, 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 used 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. Formed in 2001, Bruce Power is a Canadian-owned partnership of TC Energy, OMERS, the Power Workers' Union, and The Society of United Professionals.



brucepower.com/careers