

Utility Operations Manager

Hardwick Electric Department – Hardwick, Vermont

Salary Range: \$125,000 - \$145,000 annually, depending on qualifications and experience

Hardwick Electric Department (HED), a municipally owned electric utility serving approximately 5,000 customers in Vermont's Northeast Kingdom, is seeking an experienced and motivated **Utility Operations Manager** to lead electric system operations and field personnel.

This senior leadership position is responsible for the safe, reliable, and efficient operation of HED's electric distribution system, substations, hydroelectric facilities, and related infrastructure. The Utility Operations Manager oversees construction and maintenance activities, emergency response, capital projects, employee development, and regulatory compliance while working closely with the General Manager.

Key Responsibilities

- Direct and supervise utility operations personnel, including line crews and hydro staff.
- Oversee the operation, maintenance, and construction of electric distribution, sub-transmission, substation, and hydroelectric facilities.
- Plan and manage capital improvement projects, system upgrades, and new service installations.
- Develop work plans, schedules, project budgets, and cost estimates.
- Promote a strong safety culture and ensure compliance with applicable regulations and industry standards.
- Respond to major outages and emergency situations.
- Assist with employee hiring, training, performance management, and workforce development.

Qualifications

- Minimum of ten (10) years of electric utility experience, including at least three (3) years in a supervisory role.
- Bachelor's degree in engineering, utility management, business, construction management, or a related field; equivalent experience will be considered.

- Strong knowledge of electric utility operations, construction, maintenance, and safety practices.
- Excellent leadership, communication, and organizational skills.
- Valid driver's license and acceptable driving record. CDL preferred.

Why Hardwick Electric?

HED offers the opportunity to make a meaningful impact in a community-focused public utility while enjoying the quality of life that Vermont's Northeast Kingdom provides. We offer a competitive compensation package, excellent benefits, participation in the Vermont Municipal Employees' Retirement System, and a collaborative work environment.

For a complete job description and application instructions, please visit <https://hardwickelectric.com/category/news/>.

First review of applications: July 20, 2026. Position open until filled.

Hardwick Electric Department is an Equal Opportunity Employer.

