

PIVOTAL RECRUITMENT

-THE KEY TO YOUR SUCCESS-

General Manager, Industrial

Reporting to the Senior Vice President of Operations the General Manager (GM), Industrial will provide leadership, insight and innovative construction solutions to ensure the successful execution of multiple industrial infrastructure projects with a focus on building high performing, collaborative teams, and on modelling best practice aligned to IPD (Integrated Project Delivery).

This position will be directly responsible for the internal and external expectations of ongoing industrial construction projects within the Industrial Division, overseeing the management of these projects with annual revenues in excess of \$100M, and is responsible for significant forward-looking planning and strategy with regards to future work, market conditions, and alignment with the client's corporate strategy. Essential functions include leadership of large diverse teams, planning, financial accountability, HSE, Quality and a relentless focus on meeting and exceeding customer expectations while promoting and aiding future growth in the market.

Key Responsibilities:

- Oversee all operations and construction activities for the Division
- Promote and support safety and quality through maintaining standards and adhering to policy
- Assist with the development of the annual operating and capital budgets for the operating group
- P&L responsibilities for Division and requirement to regularly report on actual results against budget and plan
- Expert in technical areas of project execution planning, work breakdown structures and packaging, materials management, advanced work planning, integrated schedule management, risk, progressing, change management and reporting
- Experience in large civil, concrete and industrial compressor and liquids pumping facility construction is essential
- Provide leadership to workforce planning, hiring, managing and developing staff, maximizing their potential to meet business needs
- Develop and lead the people within the Industrial division to be a high functioning and multi-disciplinary team aligned to the company's Core Values of Team, Excellence, Respect, Duty, Integrity and Protect
- Engage with the Estimating team to prepare comprehensive and competitive bid and proposal submissions
- Provide leadership for the continuous improvement of Division construction, planning, estimating, controls and execution to improve, refine and ensure the successful execution of business plan and projects
- Provide leadership and guidance in negotiating partnerships with stakeholders, developing construction and design innovations, and executing on our IPD delivery model
- Interface both internally and externally to provide regular reporting on project performance and to proactively identify opportunities or challenges as they are brought forward
- Work closely with Business Development to maintain and expand client relationships
- Anticipate, oversee and manage project disputes and claims as they arise with Operations leadership and with support from the PMO and Control group
- Oversee and review project close-outs; Model "Lessons Learned" best practice and continuous improvement within the Division

Skills & Qualifications:

- Degree in Construction Management, Engineering, Business or a related field
- Master's degree in Engineering or MBA would be an asset
- 15+ years of progressive leadership experience in industrial construction managing complex civil/concrete/facilities/mechanical construction projects from \$10M to \$100M in value

- Strong presentation skills and verbal / written communication skills.
- Commitment to quality and safety, and the demonstrated ability to evaluate project-related processes and make necessary changes to meet and exceed internal and external customer expectations
- Excellent leadership skills with ability and willingness to face challenges, solve problems, and motivate others, while maintaining effective internal and external relationships
- Proficiency using a computer and communication tools such as email, internet, and Microsoft products.
- Proficiency using scheduling and project management software; experience with InEight, P6, Vista Viewpoint, Hard Dollar and Power-BI would be an asset
- Ability to lead and analyze proposals and support preparation of detailed construction plan and estimates; Estimating experience is an asset
- Self-motivated and self-directed
- Impeccable analytical and organizational skills
- Read, analyze and interpret professional documentation, engineering standards, technical procedures or relevant regulations for application in the company
- Develop reports, business correspondence and procedure manuals
- Effectively present information and respond to questions from groups of managers, clients, customers and the general public