



Employment Opportunity

Position: Construction Manager
Location: Project Based
Closing Date: Until filled

The Construction Manager is the company representative who has the primary responsibility for all field operations from initial project planning to completion. The incumbent is responsible for all project activities including the supervision of self-performed and subcontracted construction work. They share responsibility with the Site Management Team for developing the project budget, management of activities in the preconstruction phase and ensuring the project is built on time, within budget, and according to company policies and procedures. The Construction Manager is proactive with respect to risk and opportunity and occupies a clearly recognized leadership role between senior management and field forces. A true carrier of culture with responsibility for ensuring field supervision and specialists are properly assigned, safe and productive, they oversee and mentor site managers, superintendents, foremen and all other field personnel within their sector/region/area of responsibility.

Authority:

- Requisition personnel for an assigned project within company guidelines and standards.
- Requisition services, material, supplies, tools, and equipment for an assigned project within company guidelines, standards, and/or prepared budgets.
- Recommend promotion, demotion, or transfer of a reporting employee.
- Recommend pay adjustments for reporting employees.
- Recommend suspension or dismissal of a reporting employee or subcontractor.
- Discipline a reporting employee with input from Human Resources
- Stop work should safety be compromised.
- Recommend and advise the site management team and client of additions and deletions to scope of work for assigned projects.
- Prepare estimates of quantities of Labor, Material, and Equipment for clients

Reporting Relationship:

- Reports to the Vice President of Construction
- Manages all assigned Site Managers, Superintendents, General Foreman, Trade Foreman, employees, and subcontractors

Responsibilities

Reporting to the VP of Construction or designate, responsibilities include, but are not limited to:

- Day to day management of multiple construction site(s) while ensuring the alignment of best practices for safety, quality, and execution.
- Engages in broader decision-making processes, potentially including policy considerations.
- Provides day to day direction, guidance and counsel to the site managers and superintendents in the accomplishment of their operational goals & objectives.
- Manages client relationships, internal relationships, complex negotiations of contracts, sub-contracts, labour, change management, etc.
- Reviews project progress results and compares them to established objectives and initiates appropriate & timely measures are taken to correct unsatisfactory results.
- Evaluates current and projected workflow on all projects and initiates re-allocation of department personnel to assist in other projects where required.
- Manages client relationships, often developed over multiple projects or portfolios, and improves (or even repairs) existing relationships.
- Participates in external client facing events and activities with a mind to building future opportunities.
- Proactively leads and motivates key direct reports to achieve and exceed project profitability, completion schedule and productivity goals and objectives.
- Ensure daily verification that safety requirements and commitments are met.
- Verify that the disciplines are executing the work that has been planned.
- Spend time in the field to verify work is being executed with quality and timely.

SAFETY FIRST, SAFETY ALWAYS

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- Meets with each site manager/superintendent to conduct monthly (or more frequently) job cost/progress meetings to ensure results are being achieved or remedial actions are developed
- Check safety routes to ensure that they are relevant and that problems are resolved.
- Attend and present the progress of construction work at management and owner meetings.
- Review the report on costs, projections, and financial plans.
- Emphasizes & monitors safety performance and obligations on all projects – personally reviews and reports on all safety incidents or infractions.
- Provides leadership for the development of a “safety culture” for all field activities

Qualifications

- Engineering degree or technical diploma with 8 to 12 years of experience as a construction manager
- Experience in the construction of large-scale industrial/mining projects
- Ability to develop and implement plans to achieve project milestones and minimize project or component costs.
- Able to make recommendations, take action, and make proactive decisions based on strong technical proficiency and significant business experience/acumen. Takes forward-looking view of future team development and growth.
- Excellent stakeholder management is required and can establish partnership with field management, + external written correspondence on behalf of TNDC. Able to report effectively to business unit leaders.
- Expert knowledge of construction technology, methods, equipment, tools, procedures, scheduling, and cost control.
- Knowledge of contingency planning.
- Can interpret contract documents to mitigate risk and plan work effectively.
- Expert subtrade management skills.
- Experienced in litigation/claims management is an asset, but not a requirement.
- Excellent English verbal/written communication skills and effective interpersonal skills.
- Familiar with Projects in the following sectors.
 - Ports and Terminals
 - Mining
 - Oil/Gas/Chemical Refining is a benefit
- Strong English communication skills, both verbal and written.
- Valid driver’s license and access to a vehicle.

Skills/Abilities/Attributes:

- High personal, professional, and ethical standards.
- Initiative and sound judgment
- A collaborative, proactive, and results oriented approach.
- Excellent analytical and critical thinking/problem solving skills.
- Sound prioritization/time-management skills.
- Strong attention to detail, highly organized and a team player.

In Return for Your Expertise, TNDC Offers:

- Competitive base salary and bonus
- Professional development
- 14 statutory holidays (per calendar year)
- Competitive benefits program
- The ability to grow with a B.C. owned and operated company

Please apply to:

Human Resources, Tahltan Nation Development Corporation
Box 250 | IR #9 | Hwy 37N
Dease Lake, BC V0C 1L0
Fax: 250.771.5454
Email: jobs@tndc.ca

We thank all applicants for their interest in working at TNDC; although only those identified for further consideration will be contacted. Tahltans and Tahltan Associates are encouraged to apply.

TNDC does not accept and is not responsible for any fees related to unsolicited résumés from agencies. Agencies should not submit resumes in response to this posting, to TNDC employees or any associated company location.

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