



**Stuart Olson Dominion**  
**Project Manager**  
**All Locations**

**The Company**

*History*

Built over a 100 year legacy, Stuart Olson Dominion is a progressive and innovative construction manager with an especially effective way of doing business. Our success is founded on our holistic, team-based approach that brings clients, consultants and trade contractors together as equals. At Stuart Olson Dominion, the values of leadership, innovation, relationships and profitability guide every decision we make.

*Area of Expertise*

We partner with both public and private sector clients in a variety of industries including commercial, light industrial, civil and institutional. Clients recognize us for our expertise in construction management, design-build and P3 project delivery, and the majority of our work is secured through repeat business.

*Capacity*

Our annual revenue in excess of \$1 Billion. We currently employ approximately 550 full-time salaried staff with a site complement of 1,200 construction workers across central and western Canada.

*Values and Commitments*

As an employer, the values and commitments we make to our employees and stakeholders are based on our positioning statement: **People. Building. Progress.**

**People** – we continue to be successful because of our relationships, teamwork, and the quality of the work we provide as a team.

**Building** – we are builders of hospitals, schools, offices, residences and light industrial buildings. But that's not all we build. We build partnerships with clients, consultants, and trade contractors.

**Progress** – our strong traditions and solid foundation give us the capability to embrace change and to continually improve and progress. We are leaders in an industry where change is essential, and we've made significant changes within our company to ensure we are initiators.

*Why join Stuart Olson Dominion?*

- We know it's not just about our competitive salaries and a comprehensive benefit package, a health and wellness program that promotes work/life balance, and much more. We have a vision for your future.
- Where do you want to see yourself in the next year, the next five years, the next ten? At Stuart Olson Dominion, we want to accelerate your career!
- We encourage both personal and professional development by providing comprehensive training to help employees develop new skills.
- And you will have help along the way, consistent feedback and mentoring.

Stuart Olson Dominion is a wholly owned subsidiary of The Churchill Corporation headquartered in Calgary, AB. The Churchill Corporation trades on The TSX (symbol: CUQ).

## Responsibilities

Reporting to the Project Director, the successful candidate will assume responsibility for all aspects of project execution.

More specifically, the candidate's responsibilities will include:

- Actively participate and be a key contributor in the project development activities to secure the project.
- Develop and execute a project strategy that meets the project's required performance, schedule and profitability targets. Meet or exceed these targets.
- Plan, facilitate, and incorporate the actions from:
  1. Strategy sessions;
  2. Project start-up meetings for each phase of the work;
  3. Value engineering reviews;
  4. Post-it note scheduling sessions; and
  5. Constructability reviews.
- Plan, organize and direct the preconstruction activities – add value for all stakeholders, i.e. owner, designers, trades and Stuart Olson Dominion.
- Assist the estimating team in the preparation of the project estimate or cost plan. Ensure that estimate/cost plan incorporates value for the owner, accommodates the consultant's design intent and the targeted profitability.
- Select trades to tender for optimum project success.
- Oversee the tendering and awarding of sub-trade contracts including the preparation and execution of subcontract agreements.
- Participate in the negotiation, preparation and execution of the prime contract.
- Exhibit the key Stuart Olson Dominion values of: leadership, innovation, relationships, and profitability and meet all stakeholder commitments as outlined in our Blueprint.
- Prepare and manage project budgets. Track project progress, variances, and recovery. Identify trends. Mitigate potential cost overruns and provide accurate revenue forecasts.
- Proactively, identify, address, and resolve issues/problems as or before they occur. React positively to change.
- Ensure project health, safety and environmental standards meet or exceed legislated requirements and company policy.
- No lost time accidents.
- Ensure accurate and timely project administration/contract administration including: pricing change orders, tracking requests for information, review of shop drawings, document control, and communication to all stakeholders.
- Work closely with project team members and other stakeholders to identify, develop, implement, and support cost-effective project delivery.

## **Personal Attributes**

The typical characteristics of an effective Project Manager are:

- Assertive
- Results focused
- Focuses on big picture
- Seeks challenges/likes pressure
- Risk orientated
- Outgoing/ Persuasive
- Proactive/sense of urgency
- Self reliant/self disciplined
- High energy/versatility

## **Skills**

The skills that a Project Manager brings to the project team are:

- Leadership
- Set and achieve goals
- Handle multiple activities
- Decision making
- Problem solving/controversy resolution
- Communication:
  - Technical explanations
  - Active listening
  - Ability to communicate directly
  - Initiate difficult conversations
- Relationship building
- Meet specific deadlines

## **Performance Expectations**

- Key contributor to obtaining new projects for Stuart Olson Dominion's Business Model.
- Project is completed within targeted schedule.
- Project meets or exceeds targeted gross profit margin.
- No lost time accidents (LTA).
- Constructability issues are addressed in advance of sub-trade tendering.
- Development of qualified project managers, estimators, project assistants, and superintendents within the accelerated development programs and "people. building. people." human resources strategy.
- Positive relationships:
  - Develop new relationships with clients, consultants, suppliers and trades.
  - Enhance relationships with existing clients, consultants, suppliers and trades.
- Blueprint is practiced.



## **The Candidate**

The successful candidate will be a university graduate in engineering or construction management and eligible for or have attained P. Eng., CET, or PQS designations, Gold Seal Certified. He/she will have a minimum of 5 years of “hands-on” experience in the capacity of project manager supplemented by other aspects of construction management including cost estimating. This experience should include direct project management of large commercial, high rise, civil and/or institutional construction projects \$30M and greater.

The capacity to grow beyond this position is available.

## **Compensation**

Base Salary:	To be negotiated
Short Term Incentive:	Performance based bonus program
Stock Purchase Plan:	5% base salary matching by company
Group RRSP:	Includes 5% base salary matching retirement savings plan
Benefits:	Employer paid, comprehensive health, dental & vision care beginning on 1 <sup>st</sup> day of employment
EFAP:	Employee Assistance Program
H&W Subsidy:	Annual Health & Wellness Subsidy
Vacation:	Minimum 3 week’s vacation per year and recognized related years of experience

## **Additional Information**

Apply Via Company Website: [www.sodcl.com](http://www.sodcl.com)