



**JOB DESCRIPTION**

**VICE PRESIDENT,  
CONSTRUCTION & DEVELOPMENT**

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In this document, the masculine gender is used throughout as representative of both genders, without any intent to discriminate for the sole purpose of making the text easier to read.



## ABOUT OUR CLIENT

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Named as one of Canada's Best Managed Companies and Most Admired Corporate Cultures in Canada, Southwest has developed, constructed, owned, and operated world-class properties for over 55 years.

A leading developer of residential and commercial property and one of the largest privately held owner of multi-family residential buildings in the Halifax region, Southwest's brand of quality and community involvement has made a major impact on the Atlantic Canadian real estate market.

Southwest believes in going beyond the necessary to create inspiring environments by providing the best places to live, shop, work and play, creating lasting relationships with employees, customers and partners.

At Southwest, they are always looking for the best and brightest stars in their field. From frontline staff to senior management, they choose to employ the best in the industry!

## SUMMARY DESCRIPTION

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Reporting to the President and CEO, the Vice President, Construction & Development is responsible for providing strategic leadership and vision to Southwest.

Southwest Properties self performs all new construction and redevelopment projects, as the leader for this division you would be responsible for design approval and construction. This role is responsible for studying markets for new business opportunities, gaining competitive advantage, and the formulation of Southwest Properties long-term construction and development strategy.



## ROLE AND RESPONSIBILITIES

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### **A- LEADERSHIP**

- Responsible for the management of construction, then oversight of design and regulatory approval;
- The Vice President, Construction & Development is a key member of the senior leadership team contributing to total company strategy and goals;
- Responsible for leading high-performance teams to deliver on end-to-end asset development and revitalization strategy and execution;
- Provides leadership and strategic guidance of the Southwest Construction Management and Design Division;
- Provide strategic advice and guidance to Southwest Construction Management leaders based on performance as well as annual goals and objectives including, regular check in discussions, feedback sessions, discipline/coaching meetings as well as initiatives to encourage success and aid in workforce planning;
- Identify opportunities to innovate and change; stay current with construction and development trends through ongoing professional development and research;
- Continuously assess the environment and anticipate construction and development related needs;
- Build, and develop new and existing partnerships to support construction and design operations;
- Lead and support Southwest's mission in managing total construction and leading design initiatives rooted in quality, and value;

### **B- BUSINESS STRATEGY & DEVELOPMENT**

- Responsible for leading the development, redevelopment, and design of residential and commercial properties;
- Responsible to provide input and strategic direction within project design phase;

- Manage RFP and contracting process for architects, engineers, and contractors;
- Manage project leadership team to ensure projects meet intended objectives, timelines, and budgets;
- Project based leadership and strategic guidance to ensure a strong focus on cost effectiveness, timelines, quality, and a customer centric approach;
- Responsible to ensure Southwest Properties spirit of design is executed providing exceptional places to live, shop, work, and play;
- Responsible to lead regulatory government approvals, and compliance;
- Oversee occupational health and safety strategy implemented by the Southwest Construction Safety Manager;
- Interface with the operational leadership team to ensure deliverables meet ongoing requirements of our team and customer.

## PROFESSIONAL QUALIFICATIONS

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- 10+ years progressive experience in the construction and development industry, with at least 5 years in a senior leadership or executive capacity;
- Sound financial acumen with experience in budget development and management;
- Sense of urgency to maintain schedule and overcome setbacks;
- Commercially minded professional with a solid network of industry contacts and/or referral sources.

## PERSONAL SKILLS

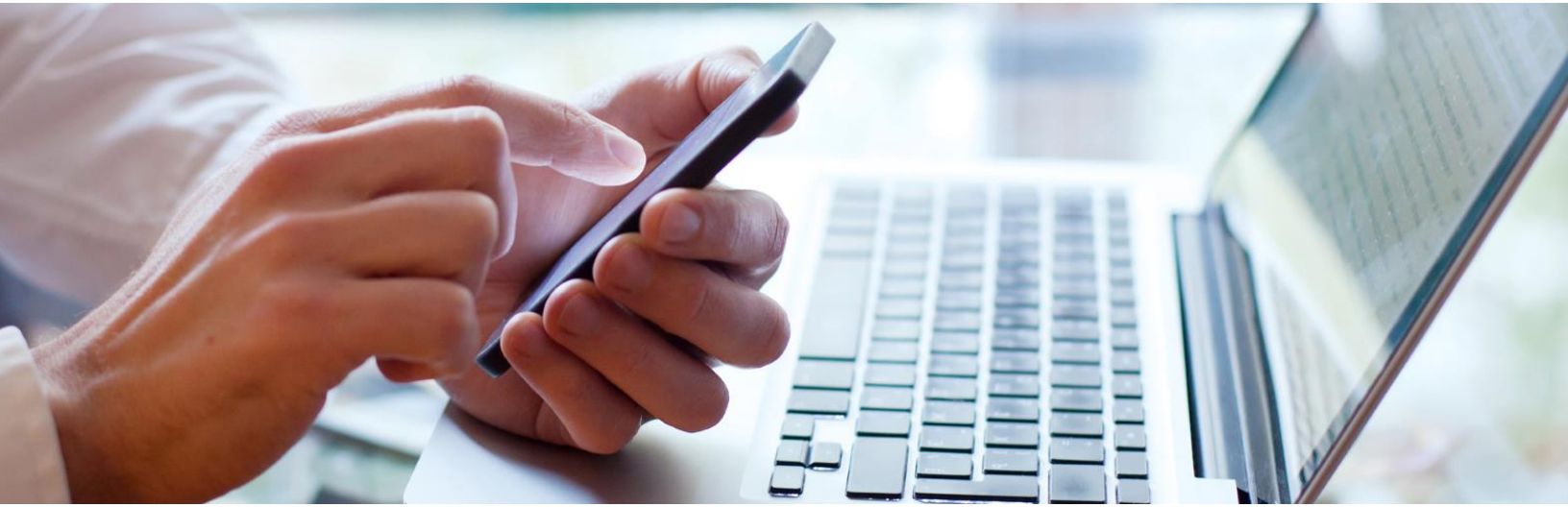
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- Embrace change as a constant and adaptable in a fast-paced, dynamic environment;
- Proven leadership skills with innate ability to engage and inspire others;
- Excellent communication and organizational skills;
- Innovative, change agent, results driven and collaborative professional effective interpersonal skills and relationship-building skills;
- Strong written and oral communication skills;
- Ability to present ideas in user-friendly language;
- Analytical and problem-solving abilities, with keen attention to detail;
- Self motivated and directed, with the ability to effectively prioritize and execute tasks in a high-pressure environment;
- Experience working in a team-oriented, collaborative environment;
- Strong customer-service and team orientation.

## EDUCATION

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- Bachelor or Master's degree preferred in construction management, real estate, business administration, engineering or architecture.



## INFORMATION

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Should you require any further information, please contact us:

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**Leaders International.**

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