

OPPORTUNITY PROFILE

CHIEF EXECUTIVE OFFICER

THE OPPORTUNITY

Reporting to the Board of Directors, the Chief Executive Officer (CEO) is responsible for the overall strategic and operational performance of the company. Leading a team of 3 direct reports and a highly engaged workforce of over 250 people, the CEO provides effective leadership and vision to continue to grow the value of the organization in a responsible and sustainable manner. The CEO works in a high-level position of trust and integrity, ensuring that professionalism is felt by all stakeholders served by the organization. The CEO ensures the implementation and achievement of the current and future strategic direction and ensures the delivery of all key performance indicators.

KEY ROLES & RESPONSIBILITIES

The key responsibilities listed below are not an exhaustive list of all responsibilities associated with the CEO position. In addition to the responsibilities described below, the CEO is responsible for undertaking and performing any task reasonably associated with the position of a CEO, having regard for the circumstances of the organization:

Leadership

- Provide leadership and vision to manage the group in the interests of the legal and beneficial shareholders.
- Provide leadership in setting the vision, mission, virtues, strategic plans and annual business plans.
- Lead the growth of the organization in a profitable and sustainable manner through appropriate management of human resources, capitalizing on assets, innovation, setting direction and operating the business in a sound and responsible manner.
- Provide leadership and create a workplace culture that stresses professionalism, integrity, commitment and teamwork.
- Develop future leadership within the organization.

Corporate Governance

- Communicate with the Board in a timely manner.
- Assist the Board in complying with their responsibilities and obligations.
- Assist the Board in developing appropriate Board governance policies, orientation programs, and continuing education for Directors.
- Ensure that an effective senior management team is in place, that the Board is acquainted with senior management, and that effective succession plans are established.

Strategic Planning

- In collaboration with the leadership team and the Board of Directors, develop an overall growth strategy and direction for the organization.
- Ensure the development of appropriate corporate strategic plans to maximize shareholder value.
- Ensure the implementation of strategic plans and report to the Board on the progress of the implementation.

Business, Financial & Risk Management

- Achieve operational excellence wherever possible by setting quality and profit improvement stretch goals that will challenge the operational leaders.
- Provide leadership and oversight, ensuring cash flow is managed and maximized at all times.
- Ensure that financial strategies are effective and revenues are maintained for long-term viability.
- Review, analyze and provide leadership assessments of monthly, quarterly, and annual financials.
- Provide leadership and oversight to ensure that proper systems are in place to identify and manage risk throughout the organization.

Health and Safety Excellence

- Continue to create and maintain a culture of execution and accountability for all safety activities throughout the organization.
- Work in coordination with the Safety Manager to ensure the organization is fulfilling the strategic goals to help train and guide the leadership team and staff with respect to health and safety on all projects and work sites.

Community Contribution:

- Continually demonstrate and promote a strong commitment to Equity, Diversity and Inclusion with respect to building teams and driving corporate culture.
- Provide value as a contributing corporate citizen to the communities in which the organization operates.
- Effectively communicate with the shareholders the value the organization is providing and how it is fulfilling its vision, mission, and virtues in the work it does.

KEY OPPORTUNITIES, CHALLENGES & PRIORITIES

The CEO will need to work effectively with the Board of Directors, Leadership team and key partners. Key areas of focus include but are not limited to:

- Know, demonstrate, and lead by the organization's mission, vision, and virtues.
- Continually drive the building of the brand of the organization.
- Establish and develop the same level of trust that currently exists with the team, the Board of Directors, clients, and the communities in which the organization operates.
- Review the organization and business structures to ensure they best meet current needs and market trends.

THE PERSON

QUALIFICATIONS & EDUCATION REQUIREMENTS

- Degree in Construction Management, Engineering, Business or a related field or equivalent.
- Extensive experience in the construction industry at a senior executive level.
- Strong presentation skills and verbal/written communication skills.
- Strong leadership skills with the ability and willingness to face challenges, solve problems, and motivate others while maintaining effective relationships with clients by meeting or exceeding their requirements and expectations.
- Significant interpersonal skills and experience in dealing with diverse populations.
- Commitment to quality and safety and ability to evaluate project-related processes and make necessary changes to meet and exceed internal and external customer expectations.
- Significant relationships with subcontractors and clients within geographical area of responsibility is an asset.

KNOWLEDGE, SKILLS & ATTRIBUTES

Leadership: Communicates and models the company's mission, vision and virtues; leads by example and stands behind personal actions; takes informed risks in pursuit of continual improvement. Able to lead and manage operations and be effective and responsive in implementing strategies that address business requirements and align with the company's strategic plan. Inspires enthusiasm, creates positive employee engagement, models standards of professionalism, and ensures that direct reports deliver timely and exceptional results.

Business Development: Proven experience and a demonstrated track record of delivering against sales targets. Has a passionate desire to win in the marketplace and grow the business. Demonstrated history of setting ambitious goals, delivering results effectively and efficiently, and ensuring customer interests are served.

Business Acumen: Ability to navigate financial information, build business cases, and make sound commercial judgments. Able to execute a compelling vision in keeping with the organization's business model. Makes decisions that balance a variety of factors (e.g., cost, risk, short-term vs. long-term impact) to achieve an optimal outcome. Understands industry trends with an ability to deal with complexity, market inflections, and disruptive market forces.

Executing for Results: Driven to succeed with a high results orientation. Possesses flexibility and willingness to “roll up sleeves” and take on any task that needs to be accomplished. Able to drive business plans, goals, incentives and accountability clearly and concisely throughout the entire organization and across different business units. Participates as an executive team member, providing leadership in operations within the organization and furthering the strategic corporate agenda.

Leading Teams: Creates and fosters a winning culture. Has a humble nature and a hands-on approach. Ability to mobilize and motivate cross-functional teams effectively with a highly collaborative and engaging style. Possesses skills that inspire enthusiasm, provide direction, create positive engagement, and ensure delivery of timely and exceptional results. Capacity to build and develop a team. Can quickly establish credibility and rapport.

Teamwork: Promotes and enables cooperation across the company and business units; positively affects morale; facilitates and builds understanding, acceptance, and support for company operations and initiatives.

Building Relationships and Using Influence: Excellent negotiation skills, achieves win-win with key partners in tough situations. Highly articulate, succinct, and makes arguments in a compelling manner. Demonstrated ability to persuade individuals and groups. Builds support systematically and at multiple levels, not overlooking stakeholders or functions.

Entrepreneurial, Proactive & Progressive: An innovator with an assertive, friendly nature who is approachable and welcomes feedback. A self-starter who is diplomatic, intuitive, has strong negotiating skills, is sensitive to other’s input and can adapt easily in a growing and rapidly changing environment.

Best Practices/Continuous Improvement: Understands, defines and seeks “best practices” in the field of operations. Innovative, creative and open to new ideas. Seeks opportunities to improve services within available financial resources.

Integrity: Takes responsibility for actions and decisions; aligns actions and words; demonstrates honest and ethical behaviours in all company-related business transactions.

Communications: Excellent communication skills (verbal, written and presentation). Communicates expectations clearly and effectively; reports and/or requests actions and provides information effectively; encourages others to contribute and communicate openly.

Coaching: Monitors personal and organizational performance and provides timely and constructive feedback; creates a safe and open environment in which all can contribute/participate effectively; fosters self-worth in others and facilitates confidence and acceptance within the organization; enables a culture of “worthwhile and meaningful work” and contribution; proactively addresses performance issues in a constructive manner.

Decision-Making and Problem-Solving Skills: A confident and timely decision-maker. Seeks and considers the input of others. Able to make difficult decisions and to communicate these decisions effectively. Able to anticipate problems and deal with them proactively. Recognizes priorities and changing approaches. Shows common sense and intuitive judgment abilities. Demonstrates a common-sense approach. Thorough and accurate. Follows through on difficult decisions.

COMPENSATION

A competitive compensation package will be provided, including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT

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