



Opportunity Profile



General Manager



About Great Plains Contracting

<https://greatplainscontracting.ca/>

Great Plains Contracting is a First Nations partnership in southern Saskatchewan comprised of File Hills Qu'Appelle Tribal Council Developments LP (FHQ Developments, 50%), Points Athabasca (Points Athabasca, 17%), and Graham Construction (Graham, 33%). This partnership was forged to further engage the First Nations community in Saskatchewan's growing economy, and contribute to the continuing development of Saskatchewan, particularly the Mining and Energy Sectors.

The Role: General Manager

Reporting to the Great Plains Contracting Board of Directors, the **General Manager** will have full P&L accountability and be responsible to assist in the development and operationalization of the overall short- and long-term strategic plan for the organization. Reporting to the General Manager are a small team of project coordinators, superintendents and ultimately the field crews, numbering at times up to 70 people. Additional operational and project support is provided by Graham Construction on a contract basis.

In addition to supporting construction projects, The General Manager will be responsible for the growth of the business and building qualified and motivated teams, while ensuring they have the proper training and development plans in place to advance their careers, as well as assisting with the hiring of new team members with a focus on indigenous candidates.

This is an exciting opportunity for the right candidate to join a proven and successful organization focused on continued growth and profitability. The question is, do you have the desire, ability, and talent to take Great Plains to the next level? If so, you will be able to demonstrate a history and a proven track record of successful leadership, ideally managing a relevant, growing construction/contractor division or organization. You have a reputation as a strong leader of people, able to attract, develop, motivate, and mentor a team and promote a culture that aligns with the greater organization. You are genuinely interested in the well-being and safety of every employee, from your leadership team to the front-line workers, ensuring each has the tools and training required to be safe and successful. You gladly understand and accept your accountability to the company's JV Partners while acting as the company's "face to the public".



Key Duties & Responsibilities

The General Manager will build and manage a project portfolio, primarily focusing on Industrial construction projects within the Saskatchewan region. Ideally coming from a General Contracting background, you will have extensive experience across various areas of a project lifecycle from pursuits, to assisting with Estimating and Proposals, to Planning, Construction, and finally project Close-Out. Specific responsibilities include:

- Sourcing new work opportunities with new and existing clients.
- Achieving business results in line with annual business plan as approved by Great Plains Board of Directors.
- Developing staffing and resources in accordance with approved business plan as necessary to support the ongoing growth of Great Plains Contracting.
- Assist in preparing, revising, and monitoring information and reports related to costs involved in preparation of project budgets.
- Oversee the estimating process for projects, utilizing experience and expertise to determine and mitigate risks.
- Ensure that project schedules, milestone dates, and closeout checklists are prepared and maintained during the project lifecycles.
- Establish relationships and communication tools as needed with suppliers and other key project personnel to verify that materials, supplies, tools, equipment, and personnel are obtained and / or delivered when necessary.
- Oversee all project estimates, tenders, submissions, and proposals.
- Direct and approve project resources required (e.g. people, tools, equipment, materials, internal and external services).
- Oversee the review of contract documents with project participants to ensure terms are clear on deliverables, which will ensure project work will be completed on time and within budget.
- Communicate objectives for critical milestones, budget, schedule, and client satisfaction measurements to project team members.



- Develop regular status reports for the Board of Directors detailing status of projects and recommending actions to be taken.
- Oversee project forecasts and prepare variance reports / notes.
- Develop and recommend short-term operating budgets and conduct long-term planning where required.
- Understand the requirements of owner's contracts, including bonds, fees, notifications, schedules, reporting, and costs.
- Oversee and understand commitments being made to clients, and Great Plains Contracting's associated risks.
- Be responsible for employee training, growth and development, with a focus on maintaining strong Indigenous engagement within the workforce.
- Establish and maintain relationships with public and private sector clients, construction joint-venture partners, financing partners, key specialist subcontractors, as well as other stakeholders such as design teams and suppliers.
- Proactively and aggressively seek new business opportunities through relationships as well as participating in industry, client and community events.
- Actively participate in the marketing of Great Plains capabilities to new and existing clients, direct the development of marketing materials and plans.
- Lead, promote, and maintain a positive safety culture within the team, without compromise, by monitoring and measuring HSE goals.
- Take responsibility for the development, implementation, and execution of the Project Specific Safety Plan.
- Ensure responsibility for own health and safety, and that of other workers, visitors to the site(s), the community, and the environment in line with client requirements, Occupational Health and Safety regulations, and all applicable government laws and regulations.
- Create a culture of accountability with clear expectations and responsibilities tied to the project priorities.
- Assume responsibility for the profit / loss performance of the projects within the portfolio.

The Person

- Degree in Construction Management, Engineering, Business or a related field or equivalent.
- 10+ years of experience. Depending upon the project size, scope, and complexity of the years of experience may vary.
- Must have experience working on Industrial construction projects.
- Ability to assist with more than one project at a time.
- Strong presentation skills and verbal / written communication skills.
- 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.
- Strong leadership skills with ability and willingness to face challenges, solve problems, and motivate others, while maintaining effective relationships with customers by meeting or exceeding requirements and expectations.
- Proficiency using a computer and communication tools such as email, internet, and Microsoft products.
- Proficiency using scheduling and project management software.
- Project management and / or estimating experience is strongly preferred.
- Preference will be given to self-declared indigenous candidates.

Compensation

A competitive compensation package will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Email a convincing cover letter and tailored resume (PDF or Word) to **Allan Nelson, Chesley Howarth or Heather Fookes** at calgary@leadersinternational.com indicating the job title in the subject line of the email.

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