OPPORTUNITY PROFILE

Chief Information Officer

BUILDING ACROSS NORTH AMERICA

500+
Projects Across North America

23
Permanent Office Locations

Map locations: FORT McMURRAY, COLD LAKE, FORT SASKATCHEWAN, BONNYVILLE, EDMONTON, LLOYDMINSTER, SASKATOON, VANCOUVER, KELOWNA, CALGARY, SEATTLE, BELLEVUE, SPOKANE, REGINA, WINNIPEG, TORONTO, SARNIA, OMAHA, ARVADA, WINDSOR, SALIDA, LOS ANGELES, NEWPORT BEACH

Our growing workforce.
INDUSTRY EXPERTS

ESTABLISHED
1926

2700+
EMPLOYEES

8500+
CRAFT CAPACITY

100%
EMPLOYEE-OWNED

Graham is financially strong.
FINANCIALLY CAPABLE

ANNUAL REVENUE
$4.1 BILLION

AGGREGATE BONDING CAPACITY
$6 BILLION

TOTAL BACKLOG
$6.5 BILLION

World-class safety record.
COMMITTED TO SAFETY

2023 TRIF:
GRAHAM & WORFORCE
0.39

2018-2023
TRIF (MEAN AVERAGE)
0.45

HOURS WORKED
68,944,813

About Graham

Graham is a 100% employee-owned construction solutions partner with annual revenues exceeding US$4 billion and operations spanning North America. Founded over nine decades ago, Graham has built a reputation for delivering enduring value through projects that help people and communities live, work, move, and grow. With expertise in buildings, industrial, infrastructure, design-build, integrated project delivery, and public-private partnerships, Graham offers end-to-end construction and project financing services.

What sets Graham apart is its employee ownership model. Since 1985, employees at every level of the company have been owners, creating an entrepreneurial environment defined by accountability, transparency, and shared success. This ownership culture drives engagement, fosters innovation, and ensures that Graham's people are personally invested in delivering results.

At its core, Graham is guided by three core values: **Commitment**, **Integrity**, and **Reliability**. These values underpin how the company operates, from safety and quality to ethical business practices and community investment. Recognized among Canada's Best Managed Companies and Top 100 Employers, Graham is consistently acknowledged as an industry leader and a company where people build careers and contribute to a culture of collaboration, caring, and growth.

To learn more, visit: www.grahambuilds.com

The Role: Chief Information Officer (CIO)

The Chief Information Officer (CIO) is a member of the executive leadership team responsible for setting the vision and direction of Graham's digital and technology landscape. This includes developing, implementing and leading the data and technology strategies, management of continuous improvement, and creating an industry-leading environment capable of innovating and adapting to new technology. Reporting to the CFO, the CIO plays a critical role in enabling business success by integrating business process development, support, and training, as well as cybersecurity, enterprise systems, and data strategies, into every facet of the business.

As a transformational leader, the CIO ensures the effective governance, risk mitigation, and scalability of technology across all divisions while fostering a service-focused and inclusive technology culture. This role serves as a strategic advisor to the CEO, Board of Trustees, and executive team, guiding Graham's evolution as a process-based, data-driven, technology-enabled, future-ready organization.

Roles & Responsibilities

Enterprise Technology Strategy & Leadership
Shape and deliver a technology strategy that drives long-term enterprise success.

- Partner with senior leaders to align technology priorities with Graham's enterprise objectives.

- Provide thought leadership to position technology as a strategic enabler of business growth.

- Govern IT investments and performance metrics with enterprise-wide visibility.

- Embed technology in long-range planning and business model evolution.

- Align executives on business process improvement, data management, investment, risk, and value realization.

- Guide Graham through transformation with adaptability, resilience, and a future-focused mindset.

Technology Operations & Systems Oversight

Ensure operational excellence across enterprise systems, projects, and support services.

- Build and oversee high-performing technical support teams and scalable enterprise systems that enable process efficiency, analytics, and business growth.

- Safeguard Graham's technology environment by embedding data privacy, information governance, and cybersecurity best practices across all systems and workflows.

- Lead the successful delivery of internal technology projects and change initiatives.

Innovation & Digital Transformation

Champion enterprise-wide technology adaptation and innovation.

- Create frameworks to identify, assess, and adopt emerging technologies that deliver measurable value.

- Drive cross-functional initiatives that improve business processes, decision-making, and user experience.

- Evaluate technology investments to ensure alignment with business objectives, ROI, and scalability.

Board & External Partnerships

Serve as a trusted technology advisor to the Board and external partners.

- Provide regular briefings and strategic insights on technology risk, performance, and innovation.

- Deliver transparent reporting on IT governance, cybersecurity, and capital planning.

- Foster Board confidence through proactive communication, clear reporting, and measurable progress.

- Represent Graham with technology partners, regulators, and industry leaders to strengthen the company's digital reputation.

Organizational Leadership & Talent Development

Build and retain a high-performing, future-ready IT and Continuous Improvement team.

- Inspire and mentor IT leaders and teams across infrastructure, applications, security, and analytics.

- Foster a culture of collaboration, innovation, and continuous learning.

- Drive succession planning, internal mobility, and leadership development across the technology function.

- Set clear performance expectations and support leadership growth at all levels of IT.

The Person

Education, Experience & Knowledge

The ideal candidate holds an advanced degree in Computer Science, Engineering, Business, or a related field, with an MBA or equivalent preferred. With more than 15 years of technology leadership, including at least 10 years at the executive level, this individual has a proven record of driving digital strategy, innovation, and large-scale transformation in complex organizations. Expertise includes enterprise architecture, cybersecurity, data governance, cloud transformation, and system integration, with industry experience in construction, infrastructure, or capital projects considered an asset. The candidate brings the ability to align technology strategy with operational and financial outcomes, manage budgets over $30M, and lead enterprise-wide teams. Experience working with boards of directors, including risk and audit committees, further demonstrates strong capability in governance, oversight, and accountability.

Core Skills & Competencies

The Chief Information Officer will bring a well-rounded mix of technical expertise, strategic vision, and leadership ability to drive transformation at Graham. The ideal candidate will demonstrate the following:

Strategic Thinking and Business Acumen – Balances technology priorities with the organization's overall vision, ensuring IT strategies are customer-focused and aligned with operational and financial objectives.

Leadership and Team Development – Leads with accountability and integrity, fostering a culture of collaboration, coaching, and continuous learning and skilled in conflict management and team building, inspiring high performance in others.

Innovation and Strategic Agility – A forward-looking mindset with the courage to embrace calculated risks and introduce new approaches. Capable of translating emerging trends into actionable strategies that strengthen business outcomes and keep Graham at the forefront of the industry.

Technical Excellence – A strong command of governance across project and change management, with the ability to oversee enterprise-wide technology initiatives. Brings market awareness of evolving technologies, process improvements, and best practices, including effective management of reporting to executive leadership and the Board.

Relationship Management – Builds trust and credibility with colleagues, partners, and clients through diplomacy, collaboration, and transparent communication.

Communication and Influence – Adapts communication style to diverse audiences, whether persuading senior leaders, engaging teams, or providing constructive feedback. Brings clarity and influence to complex discussions.

Emotional Intelligence – Leads with empathy, resilience, and patience, maintaining composure under pressure and cultivating a supportive, inclusive workplace.

Express Your Enthusiasm

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **John Dugdale** or **Heather Fookes** at apply@leadersinternational.com, indicating the job title in the subject line.