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the right people

KAVANAUGH WASTE REMOVAL SERVICES | GENERAL MANAGER

CONTENTS

THE ORGANIZATION	KAVANAUGH WASTE REMOVAL SERVICES	1
THE OPPORTUNITY	GENERAL MANAGER	2
	Key Responsibilities	2
	Qualifications	4
	What Success Looks Like	4
	Competencies and Personal Characteristics	5
COMPENSATION		6
CONTACT		6



THE ORGANIZATION

KAVANAUGH WASTE REMOVAL SERVICES

Kavanaugh Waste Removal Services has been providing the City of Yellowknife, NT, and surrounding areas, with residential and commercial waste collection and vacuum truck sewage removal services for over 55 years.

The Kavanaugh team brings a wealth of experience in all aspects of waste management, including recycling and waste diversion tactics as well as landfill management and consultation. They are a full-service waste solution company offering clientele with excellent service and an impeccable track record.

Kavanaugh Waste Removal is a subsidiary of the Det'on Cho Group of Companies, an investment company dedicated to strengthening the economic self-sufficiency of the Yellowknives Dene First Nation by pursuing economic opportunities in the Northwest Territories and beyond. Learn more about the Det'on Cho Group of Companies at detoncho.com.

Kavanaugh's Vision

To be the most experienced, reliable, and innovative source for waste solutions in the Northwest Territories; while championing our employees, safety, environment, and community.

Kavanaugh's Mission

To expand on our established 55 years in the waste collection industry by continuing to develop, deliver and focus sustainable, innovative solutions for waste diversion, landfill management, recycling, and tailored customer services while continuing to advance Indigenous relations, safety culture and uplift our employees.

To learn more, please visit Kavanaugh Waste Removal Services's [website](#).

THE OPPORTUNITY

GENERAL MANAGER

Reporting to the executive of Det'on Cho group of companies and leading a team of 25+, the General Manager is expected to lead the waste management business through its next stage of growth and professionalization. This individual will be responsible for full profit-and-loss (P&L) accountability and will oversee all aspects of the business: operations, sales, finance, HR, safety, and customer service.

The Det'on Cho group of companies leverage the power of a shared services model (where practical) which means the General Manager will receive functional support in the areas of Finance, Human Resources, Marketing and Safety. This structure allows the General Manager to achieve better focus on their strategic and operational objectives.

The ideal candidate will act and think like an owner, driving strategic growth while ensuring disciplined execution, operational excellence, and financial performance.



Key Responsibilities

Leadership & Strategy

- Provide overall leadership and vision to the company, establishing strategic priorities and growth plans in alignment with shareholder objectives;
- Build a high-performance culture, based on accountability, safety, customer satisfaction, and continuous improvement;
- Act as the face of the company with clients, community, regulators, and industry stakeholders.

Commercial & Growth

- Drive revenue growth through business development, customer retention, and expansion of service offerings;
- Build and manage key client relationships, ensuring high levels of satisfaction and service quality;
- Identify market opportunities, competitive threats, and operational improvements to strengthen the company's market position.



Financial Management

- Own the company's P&L: set budgets, monitor financial performance, and deliver on growth and profitability targets;
- Partner with the finance team to ensure accurate reporting, forecasting, and capital planning;
- Manage cost discipline while making smart investments in people, equipment, and technology.

Operations & Asset Management

- Oversee all operational functions, ensuring efficiency, compliance, and safety;
- Ensure stewardship of company assets (fleet, equipment, facilities) through preventative maintenance, lifecycle planning, and capital investment;
- Drive operational excellence through process improvement, data-driven decision-making, and adoption of best practices.

People & Culture

- Build, develop, and lead a strong management team across operations, sales, HR, and administration;
- Create clear accountability structures, including performance metrics and development plans for leaders and staff;
- Foster a culture of safety, respect, and continuous improvement across the workforce.

Governance & Reporting

- Serve as the primary point of accountability to the CEO and the owner;
- Provide transparent reporting on operational, financial, and strategic performance;
- Ensure compliance with all regulatory, environmental, and safety standards.



Qualifications

- 10+ years of management experience in a service-based or asset-heavy industry (waste management, logistics, transportation, or industrial services);
- Demonstrated ability to lead full P&L responsibility with a track record of growth and profitability;
- Strong business acumen with fluency in operations, finance, sales, and HR;
- Proven leadership skills: able to inspire, coach, and hold teams accountable;
- Strong relationship-builder, both internally (employees, management team) and externally (clients, regulators, community);
- Experience in safety-driven, regulated industries an asset.

What Success Looks Like

- The company achieves year-over-year growth in revenue and EBITDA;
- Operational performance is consistent, safe, and efficient;
- The leadership team is capable, aligned, and accountable;
- Customers view the company as a trusted and reliable partner;
- The business is positioned for long-term scalability.



Competencies and Personal Characteristics

Leadership – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Influential and Collaborative – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

Effective Working Relationships – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

People Development – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Stakeholder Focused – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps stakeholder interests in the forefront.



COMPENSATION

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

FOR INFORMATION PLEASE CONTACT:

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