

Leaders

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OPPORTUNITY PROFILE

Total Rewards Director

Our expanding reach.

BUILDING ACROSS NORTH AMERICA

500+

Projects Across
North America

23

Permanent Office
Locations

Graham is financially strong.

FINANCIALLY
CAPABLE

ANNUAL
REVENUE
\$4.1 BILLION

AGGREGATE
BONDING CAPACITY
\$6 BILLION

TOTAL
BACKLOG
\$6.5 BILLION

Our growing workforce.

INDUSTRY EXPERTS

ESTABLISHED
1926

2700+
EMPLOYEES

8500+
CRAFT CAPACITY

100%
EMPLOYEE-OWNED

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: Total Rewards Director

Reporting to the Senior Vice President, People, the Total Rewards (TR) Director provides strategic direction for compensation, performance incentives, group benefits, and pension/401(k) programs. The incumbent leads the compensation and benefits teams and partners with the broader HR team to implement, communicate, and manage compensation strategies and programs that support business objectives. The TR Director will deliver presentations on total rewards programs to the organization's executive and leadership teams and articulate a compelling vision, purpose, and direction that motivate and inspire their teams to effectively execute their functions within the context of the HR strategy. The TR Director is part of the HR Leadership team, serving as a change and culture champion and promoting employee engagement throughout the company.

Roles and Responsibilities

Total Rewards – Sets the company's total rewards strategy. Plans, develops, implements and administers value-added and cost-effective employee compensation and benefits programs, inclusive of competitive base pay, short and long-term incentives, retirement plans and life, health and disability insurance.

Compensation Program Management – Participates in the design, implementation and monitoring of salaried employees and executive compensation programs. Plans and directs the activities of the Compensation team in the development, administration and operation of job evaluations, annual salary increases, salary survey participation and annual and long-term incentive program enrollments and calculations. Develops and monitors compensation policies and guidelines that ensure alignment with Total Rewards strategy, company objectives and legal compliance.

Job Framework Development and Management - Collaborating with Talent Management, the TR Director co-owns the job architecture to develop career pathways and ensures the job design is effectively linked to compensation strategies and is ultimately aligned with organizational goals. The TR Director is responsible for the processes of job evaluation and role classification.



Benefits – Responsible for the development and delivery of Health, Retirement and Wellness programs directly or through strategic partnerships.

Pension/401(K) – Responsible for the development and delivery of Group Savings and Retirement Plans and programs directly or through strategic partnerships.

Team and Function Management – Sets direction and objectives for the Total Rewards team, ensuring the timely, efficient, and effective execution of HR Total Rewards programs and services. Organizes and delegates team workload and develops team skills and competencies. Builds strong and effective relationships with peers and leaders across the organization.

The Person

Education, Experience and Knowledge

- Bachelor's degree, preferably in Business or Human Resources, with additional courses or training in compensation and benefit program design.
- CCP, CECP, CEB, or CHRP designation would be an asset.
- 15+ years of progressive HR experience in a medium to large organization, preferably with at least five years' experience in a compensation or benefits role leading the development and implementation of total rewards programs.
- Senior-level management experience and knowledge across multiple HR functions.
- Exposure to HR in other geographical locations, specifically the U.S.
- Experience working with cross-functional teams.
- Construction, Industrial Services, and/or Oil & Gas industry experience is an asset.

Express Your Enthusiasm

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