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**NORTH
AMERICAN
CONSTRUCTION GROUP**

OPPORTUNITY PROFILE

Chief Operating Officer

About North American Construction Group

North American Construction Group (NACG) is a highly respected provider of heavy construction services to the resource development and industrial construction sectors, with deep roots in Canada and a growing global footprint. With more than six decades of operating history, NACG has built a reputation for execution excellence, safety leadership, and operational reliability. The organization operates one of the largest equipment fleets supporting major infrastructure and industrial projects, and continues to evolve its capabilities as it expands into broader civil construction and infrastructure markets globally. NACG also provides the skills and resources necessary to provide construction and operations support services to both mining and “in situ” oil sands projects, and qualified staff to complete each project safely and efficiently.

To learn more about North American Construction Group, visit www.nacg.ca

The Opportunity

Reporting to the President and Chief Executive Officer (CEO), the Chief Operating Officer (COO) is a pivotal executive leadership role responsible for shaping and driving the operational direction of the organization. Building on a legacy of long-term leadership continuity, this role represents a rare opportunity to steward and evolve NACG’s operations through its next phase of growth.

The COO will assume enterprise-wide accountability for stewarding and advancing NACG’s Infrastructure, Civil Construction, Heavy Construction, and Mining operations, projects, and assets globally. As the organization expands its infrastructure and civil construction capabilities, the COO will play a central role in scaling operations, strengthening execution discipline, and enabling growth across international markets.

This role is best suited to a hands-on, commercially astute leader with global exposure, an entrepreneurial mindset, and a strong sense of ownership—someone who thrives in a dynamic environment, values operational agility, and is comfortable driving change while preserving the organization’s core values.

Key Roles & Responsibilities

Major contributor to the development of the organizational operations strategy on a global scale:

- Develop and refine strategic operational objectives across key divisions in construction and mining, with a growing emphasis on civil construction and infrastructure, ensuring alignment with NACG’s overall business strategy and long-term growth ambitions across global markets.

- Translate strategy into executable operational plans that support disciplined growth while maintaining operational excellence.

Plans and directs company operations to ensure that organizational strategic goals are met:

- Provide oversight of project development and execution, demonstrating strong leadership in safety, quality, cost control, and schedule performance across diverse geographies.
- Ensure rigorous due diligence in client delivery, regulatory compliance, and contractual obligations across all operating jurisdictions.
- Maintain accountability for global capital planning, operating budgets, and forecasts, ensuring financial discipline and return on invested capital
- Implement short- and long-term operational objectives, strategies, and policies across the organization.
- Recommend budgetary priorities, operational targets, and performance monitoring frameworks to support enterprise-wide accountability

Champion and lead the organization's Health, Safety and Environment (HSE) strategy:

- Lead and reinforce a strong HSE culture across all operations, with a focus on continuous improvement, personal accountability, and operational integrity.
- Ensure safety remains a core value embedded in decision-making, leadership behaviors, and operational execution globally.

Represents the organization both externally and internally:

- Build and sustain strong, trusted relationships with clients, partners, and stakeholders across international operations.
- Communicate NACG's vision, mission, strategic priorities, and performance expectations clearly and consistently across business units and leadership teams.

Provide leadership, direction and structure with the Organization:

- Provide executive leadership across NACG's operational divisions globally, balancing strategic oversight with practical, hands-on engagement.
- Instill a culture of safety, quality and a commitment to career development through effective performance management.
- Lead, coach, develop and support the Operational management team to drive business growth and profitability globally.

- Provide mentoring and support, and communicate accountabilities and expectations, to direct reports.
- Ensure development and maintenance of a progressive employee relations culture across diverse regions.
- Identify and develop key succession candidates within the organization and execute that succession plan in conjunction with Human Resources.
- Act as a role model for the Code of Conduct, Ethics and a sustained culture that promotes continuous improvement.

Oversight of risk management, internal controls, and compliance:

- Ensure all operations are conducted in full compliance with applicable regulatory requirements, as well as NACG and client-specific HSE standards.
- Maintain oversight of regulatory compliance across all regions to proactively manage organizational risk and exposure.
- Strengthen internal controls and governance frameworks appropriate to a growing, globally active organization.

The Person

Qualifications & Education Requirements

- 15 years of progressive senior leadership experience within heavy civil construction, infrastructure, and large-scale project-based environments; mining exposure is considered an asset but is not the primary focus of this role.
- Demonstrated experience leading complex project execution, including project controls, scheduling, contract administration, change and claims management, and financial performance.
- Bachelor's degree in Construction Management, Engineering, Project Management, or a related discipline, or equivalent professional experience.
- Formal training in project planning, execution, and quality assurance is strongly preferred.

Knowledge, Skills & Attributes

Leadership: Communicates and visibly champions NACG's mission, values, and commitment to safety, operational excellence, and integrity. Leads by example with a strong sense of personal accountability and ownership, standing behind decisions and actions. Provides decisive leadership across global operations and effectively translates strategy into execution, ensuring alignment with NACG's strategic growth agenda—particularly in civil construction and infrastructure. Brings 15 years of progressive leadership experience within mid- to large-sized asset-intensive organizations, enabling credible oversight of complex, asset-intensive operations. Inspires engagement, professionalism, and accountability while ensuring operational leaders deliver consistent, high-quality results.

Business Acumen: Demonstrates strong commercial and financial acumen with the ability to interpret financial information, build robust business cases, and exercise sound judgment. Balances risk, cost, and long-term value creation in decision-making. Experience within a public company or similarly governed environment is strongly preferred, providing an informed understanding of near- and mid-term market dynamics, governance expectations, and performance accountability. Understands evolving market dynamics within civil construction, infrastructure, mining and heavy industrial sectors and navigates complexity, growth, and market shifts with confidence and pragmatism.

Executing for Results: Highly results-driven with a strong sense of urgency and follow-through. Willing and able to be hands-on—rolling up sleeves as required—to ensure outcomes are achieved. Has directly managed field operations and large-scale projects, bringing practical credibility to execution decisions. Drives clarity around business plans, performance targets, incentives, and accountability across operations and geographies. Contributes as a key member of the executive leadership team, advancing NACG's strategic priorities through disciplined execution.

Leading Teams: Creates and sustains a high-performance, collaborative culture grounded in trust, respect, and shared accountability. Leads with humility and a practical, hands-on leadership style. Effectively mobilizes and motivates cross-functional and geographically dispersed teams. Demonstrates a strong grasp of standardized operating systems, controls, and integration, ensuring alignment and consistency across business units. Builds organizational capability by developing leaders, fostering engagement, and guiding teams through change with clarity and confidence.

Teamwork: Promotes cooperation and alignment across business units and functions. Builds shared understanding and commitment to organizational priorities, positively influencing morale and performance. Encourages collaboration in support of safe, efficient, and integrated operations across NACG's global footprint, particularly within multi-project and multi-region operating environments.

Building Relationships and Using Influence: Possesses strong negotiation and influencing skills, achieving constructive, win-win outcomes with clients, partners, and stakeholders. Maintains extensive industry relationships to support effective teaming arrangements, partnership development, and informed project assessment. Communicates with clarity and credibility, presenting ideas and positions in a compelling and persuasive manner. Builds support at all levels of the organization and across external stakeholders, without losing sight of operational realities.

Customer and Vendor Relations: Maintains a strong customer-centric mindset, seeking to understand client needs and expectations while delivering consistent, high-quality outcomes. Represents NACG professionally and credibly in all interactions. Brings working knowledge of heavy equipment operations and utilization requirements, enabling informed engagement with clients, vendors, and suppliers. Builds and sustains effective partnerships with clients, vendors, and strategic partners across diverse markets and jurisdictions.

Entrepreneurial, Proactive & Progressive: Demonstrates an entrepreneurial, owner-mindset with the confidence to challenge the status quo and embrace change. Approachable, pragmatic, and open to feedback. Comfortable operating in less bureaucratic environments and stepping directly into complex situations, including contract negotiations, when required. A self-starter who thrives in dynamic, growth-oriented environments and is adaptable in pursuing new opportunities and operational improvements.

Best Practices / Continuous Improvement: Champions continuous improvement and operational best practices across NACG's operations. Open to innovation and new approaches that enhance safety, productivity, and efficiency. Applies disciplined attention to controls, systems integration, and equipment utilization to optimize operational and financial performance. Actively seeks opportunities to improve performance and service delivery while maintaining strong financial discipline.

Integrity: Acts with the highest level of integrity and ethical standards. Takes responsibility for decisions and outcomes, aligning words with actions. Models ethical behaviour in all business dealings and reinforces NACG's commitment to responsible, values-based leadership.

Communications: Exceptional communicator with strong verbal, written, and presentation skills. Communicates expectations clearly and consistently. Experienced in executive-level, Board, and governance reporting, ensuring transparency and timely information flow. Encourages open dialogue, transparency, and information sharing across all levels of the organization.

Coaching: Actively monitors individual and organizational performance, providing timely, constructive feedback. Creates a safe, inclusive environment where leaders and teams feel valued and empowered. Invests in developing others, addressing performance issues constructively and fostering a culture of meaningful work and contribution.

Decision-Making and Problem-Solving Skills: A confident, timely, and pragmatic decision-maker who seeks input while maintaining accountability. Comfortable making and communicating difficult decisions. Demonstrates step-in capability to lead complex commercial and contractual negotiations and manage risk. Anticipates challenges, prioritizes effectively, and adapts approaches as conditions evolve. Demonstrates sound judgment, common sense, and strong follow-through in complex operational environments, including Board-level accountability contexts.

Compensation

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

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to Sonny Kapoor or Deepthi Koshy at apply@leadersinternational.com, indicating the job title in the subject line.

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www.leadersinternational.com