



OPPORTUNITY PROFILE
Chief Operating Officer



About Rotaflow

Since 1995, Rotaflow Fire & Utility Systems has established itself as a trusted provider of integrated fire protection, industrial utility, engineering, fabrication, construction, and maintenance solutions for some of Western Canada's most complex industrial, commercial, and infrastructure projects. Headquartered in Edmonton with operations in Fort McMurray, the company partners with clients throughout Alberta, British Columbia, Saskatchewan, Yukon, and the Northwest Territories to protect critical assets through the design, delivery, maintenance, and lifecycle management of fire and life safety systems.

What differentiates Rotaflow is its ability to deliver an integrated solution throughout the entire project lifecycle. Rather than operating as a traditional fire protection contractor, the company combines in-house engineering, design, fabrication, project management, construction, commissioning, inspection, verification, maintenance, and ongoing support under one organization. This integrated delivery model enables Rotaflow to provide clients with a single partner capable of executing technically complex projects from concept and design through construction, commissioning, and long-term operational support.

Over nearly three decades, Rotaflow has earned the confidence of many of Canada's leading energy, industrial, commercial, and infrastructure organizations by consistently delivering technically demanding work with a strong focus on safety, quality, and execution. Its experience spans major industrial facilities, commercial developments, institutional projects, utilities, and ongoing maintenance programs, providing the organization with a diversified portfolio of long-term client relationships and repeat business.

Today, Rotaflow is building on that strong foundation with a clear strategic direction for continued growth. The organization's strategic plan outlines an ambition to strengthen its position as an integrated provider of fire protection and industrial utility solutions by expanding geographically, diversifying both its client base and service offerings, investing in engineering capability, and enhancing operational systems and processes to support future scale. Central to this strategy is the continued development of its people, the implementation of integrated business systems, and a commitment to operational excellence that enables sustainable growth while maintaining the entrepreneurial culture that has defined the organization since its inception.

To learn more, visit www.rotaflow.ca

The Opportunity

As Rotaflow continues to execute its strategic growth plan, the organization is seeking an experienced Chief Operating Officer (COO) to provide executive leadership across its industrial and commercial operations.

Reporting directly to the President & CEO, the COO will play a pivotal role in advancing organizational execution, aligning business priorities, and building the operational capability required to support the company's next phase of growth.

Working closely with the President & CEO, the successful candidate will serve as the organization's senior operational leader, translating strategic direction into measurable results while fostering alignment, accountability, and collaboration across the business. This individual will integrate people, processes, and performance, bringing clarity to priorities, removing barriers to execution, and establishing the management disciplines necessary to scale the organization while preserving Rotaflow's entrepreneurial culture.

Success in this role requires a highly visible and engaged leadership style. Rather than leading from the executive office, the COO will spend considerable time in the field, maintaining a regular presence at project sites and operating locations – particularly in Fort McMurray – to engage directly with employees, project teams, and clients. Through this hands-on approach, they will reinforce Rotaflow's unwavering commitment to safety, quality, accountability, and operational excellence while maintaining a firsthand understanding of project performance and client needs.

Beyond internal leadership, the COO will serve as a key executive representative of Rotaflow, cultivating relationships with strategic clients and industry partners while supporting the organization's continued growth. Working closely with the President & CEO and the commercial leadership, they will participate in executive client meetings, cultivate key account relationships, contribute to strategic business development initiatives, and represent Rotaflow at industry associations, networking events, and other relationship-building opportunities. Through a visible and engaged presence in the market, the COO will help reinforce Rotaflow's reputation as a trusted long-term partner while identifying opportunities to expand client relationships and create long-term value.

For an accomplished operational executive who thrives on translating strategy into execution, building high-performing teams, developing leaders, and creating the organizational discipline required to support sustainable growth, this represents an exceptional opportunity to play a defining role in shaping Rotaflow's continued evolution.

Key Roles & Responsibilities

Strategic Leadership & Partnership

- Translate the President & CEO's strategic vision into clear operational priorities, ensuring consistent execution across the organization.
- Foster organizational alignment by integrating people, processes, and priorities while removing barriers that impede execution.
- Create a culture of accountability, collaboration, and disciplined execution that supports sustainable organizational growth.

Operational Leadership & Organizational Integration

- Provide executive leadership across Rotaflow's industrial and commercial operations, ensuring consistent execution, operational excellence, and organizational alignment.
- Integrate operating functions to improve collaboration, communication, resource utilization, and overall business performance.
- Establish management disciplines, decision-making processes, and performance expectations that reinforce accountability while maintaining organizational agility.
- Identify and proactively resolve operational issues, ensuring timely decision-making and seamless execution across the business.

Project Delivery & Operational Performance

- Provide executive oversight of project execution to ensure projects are delivered safely, on schedule, within scope, within budget, and to the highest quality standards.
- Enhance project governance, planning, scheduling, and resource allocation to improve operational performance.
- Monitor organizational performance through key performance indicators, dashboards, and operational reporting.
- Drive continuous improvement initiatives that enhance operational efficiency, project quality, and client satisfaction.
- Identify operational risks and implement proactive strategies that support successful project outcomes.
- Maintain a visible leadership presence across project sites and operating locations, particularly in Fort McMurray, engaging directly with employees, project teams, and clients to

drive operational performance, reinforce organizational culture, and maintain firsthand insight into business operations.

Financial & Commercial Stewardship

- Partner with Finance and operational leaders to develop annual operating plans, budgets, forecasts, and resource strategies.
- Drive financial performance through disciplined cost management, resource optimization, and operational efficiency.
- Monitor project financial performance, ensuring effective forecasting, cost control, margin improvement, and profitability.
- Support commercial decision-making by balancing operational performance, customer expectations, and long-term business objectives.
- Identify opportunities to improve operational efficiency while supporting sustainable financial growth.
- Build executive relationships with key clients while partnering with commercial leadership to support strategic business development and represent Rotaflow within the industry.

Leadership Development & Organizational Capability

- Coach and mentor operational leaders, building leadership capability while fostering accountability, collaboration, and consistent execution.
- Build and develop a high-performing operational leadership team by establishing clear expectations, empowering decision-making, and promoting ownership at all levels.
- Develop succession plans and identify opportunities to build organizational capability through leadership development and talent growth.
- Foster an engaged and collaborative workplace culture that reflects Rotaflow's values and supports employee development, retention, and long-term success.
- Lead organizational change with authenticity and transparency, building trust and engagement while guiding teams through growth and operational evolution.

Safety, Quality & Compliance

- Champion a culture where safety remains the organization's highest operational priority.
- Ensure compliance with all applicable legislation, regulatory requirements, industry standards, client specifications, and company policies.

- Promote quality management systems and operational practices that support consistent project delivery and continuous improvement.
- Advance enterprise risk management practices across operational activities.
- Reinforce accountability for safety, quality, and compliance while protecting employees, clients, and the organization's reputation.

Organizational Growth & Continuous Improvement

- Lead initiatives that expand operational capability and support long-term strategic growth.
- Develop scalable operating systems, governance, and performance frameworks that support future growth.
- Champion the implementation of enterprise systems, digital technologies, automation, and AI-enabled tools to improve operational effectiveness and decision-making.
- Foster a culture of continuous improvement by simplifying processes, enhancing efficiency, and preserving entrepreneurial agility.

The Person

The successful candidate is an accomplished operational executive who combines strategic perspective with a hands-on leadership style. Equally comfortable in the boardroom and the field, they build credibility by engaging directly with employees, project teams, clients, and stakeholders while maintaining a clear understanding of operational priorities.

They are collaborative, commercially astute, and execution focused, bringing people together around shared objectives while fostering accountability, alignment, and disciplined decision-making. Comfortable operating in an entrepreneurial environment, they balance structure with agility and lead with authenticity, sound judgment, and integrity.

Above all, they are a leader who develops people, builds trust, and creates an environment where individuals and teams are empowered to perform at their best while advancing Rotaflow's long-term vision.

Qualifications & Experience

- Extensive (ideally 15 years or more) progressive operational leadership experience within industrial construction, specialty contracting, engineering, utilities, industrial services, manufacturing, or other project-based environments.

- Demonstrated success leading multi-disciplinary operational teams responsible for project delivery, engineering, construction, maintenance, or related functions.
- Proven track record of leading operational functions through periods of organizational growth, increased complexity, or business transformation.
- Strong commercial and financial acumen, including responsibility for budgeting, forecasting, profitability, cost management, resource planning, and operational planning.
- Demonstrated success improving business performance through process optimization, technology adoption, performance management, and operational improvement initiatives.
- Demonstrated success building trusted executive relationships with clients, strategic partners, and key stakeholders while contributing to long-term business growth.
- Experience developing and coaching operational leaders while building high-performing teams.
- Demonstrated ability to make sound business decisions within complex, project-driven operating environments where safety, quality, and client service are paramount.
- Familiarity with industrial construction, fire protection, utilities, mechanical contracting, or closely related industries would be considered advantageous.
- Willingness and ability to travel regularly to project sites and operating locations, including frequent travel to Fort McMurray.

Education

- Bachelor's degree in engineering, Construction Management, Business Administration, Operations Management, or a related discipline.
- Professional Engineering (P.Eng.), Project Management Professional (PMP), MBA, or other relevant professional designation would be considered a strong asset.

Knowledge, Skills & Attributes

Executive Leadership – Aligns strategy, people, and execution to achieve sustainable organizational growth.

Operational & Commercial Acumen – Exercises sound operational and commercial judgment, balancing project execution, commercial priorities, customer expectations, and long-term business objectives.

Project & Operational Excellence – Leads complex project delivery, operational planning, resource management, and continuous improvement initiatives that enhance quality, productivity, and client satisfaction.



Financial & Business Management – Applies sound commercial and financial judgment to improve profitability, optimize resources, and support informed decision-making.

Leadership & Organizational Development – Develops high-performing leaders and teams while fostering a culture of accountability, collaboration, and continuous learning.

Change & Organizational Effectiveness – Drives organizational growth by implementing scalable systems, governance, and operational disciplines that enable sustainable growth while preserving entrepreneurial agility.

Relationship Management & Influence – Builds trusted relationships through credibility, integrity, and effective communication while influencing stakeholders and fostering collaboration across the organization.

Safety, Quality & Risk Management – Champions a culture of safety, quality, compliance, and operational integrity while reinforcing sound risk management practices.

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.

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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 **Anurag Shourie or Jessica Park** at apply@leadersinternational.com, indicating the job title in the subject line.

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