



OPERATIONS MANAGER, HEAVY CIVIL CONTRACTING

LET US INTRODUCE OURSELVES!

Sigfusson Northern, historically a family-owned business, has entered its 4th generation of ownership encompassing employee participation. Our primary focus is building strong and lasting relationships with our employees, our clients, and the communities we serve. Ongoing growth and diversification have positioned Sigfusson Northern at the forefront of heavy civil construction and general contracting, known for our ability to overcome any obstacle. Tough, reliable, and quality-driven, we consistently deliver the highest value. We know the north. We are multi-faceted. We help lift communities. We embrace new technology. And we are highly skilled.

WHAT THE ROLE IS ALL ABOUT!

Reporting to the Vice President, Heavy Civil Contracting, the Operations Manager, Heavy Civil Contracting, is accountable for overall project success inclusive of the project team, schedule, safety, quality, and cost for projects they are assigned to. This position will champion cross functional collaboration between project teams and support departments throughout Sigfusson Northern. The Operations Manager, Heavy Civil Contracting must have a regular on-site presence where 50% or more of their time is spent on various project sites, throughout Manitoba and Ontario.

ESSENTIAL CONTRIBUTIONS WE NEED FROM YOU!

- Oversee and work closely with the project team on all aspects of project execution.
- Support Pre-Construction and Estimating through the bid phase of a project.
- Attend, or delegate an attendee, for pre-bid site visits and bid reviews to ensure operational risks and opportunities are considered and incorporated at time of estimate.
- Ensure a detailed plan to execute project with a developed win strategy is completed, updated throughout execution and followed – financial budgets, schedules, material procurement, subtrade coordination, permits and insurance.
- Analyze and understand the efficient start up and effective closeout of each shift, turnaround, and overall project duration while ensuring safety and operational targets are achieved.
- Review all incident reports ensuring appropriate corrective actions have been identified, communicated, documented, and implemented.
- Confirm all project contracts and specifications are reviewed and understood by Superintendents, Project Managers, and applicable project team members.
- Ensure work is always inspected and in compliance with construction specifications to avoid rework and unnecessary deficiencies.
- Participate in and support the development and maintenance of project risk analysis to identify and mitigate safety, financial, and schedule risks.
- Participate in owner meetings to build relationships, resolve issues and maintain alignment with our clients.
- Liaise with engineers, architects, and other external stakeholders involved in Sigfusson Northern's projects at the senior level.
- Participate in annual capex and operational budget planning.
- Participate in project handover, kickoff, and closeout meetings, as well as divisional bi-weekly process/procedure meetings, open houses, and operations summits.



WHAT WILL MAKE YOU A POSITIVE IMPACT?

- Extensive and proven experience (10-15+ years) in a high-volume supervisory role and applicable construction industry experience.
- Proven experience mentoring and leading a large-sized, dynamic team.
- Experience working in extremely remote locations and large construction projects will be an appealing asset.
- Prioritize the health, safety, quality, and environmental standards of the employees, company, project environments and strives to hold a strong safety record.
- Natural ability to manage, mentor, motivate, and develop a team. Proven to be respected as a leader.
- Confident with digital tools such as tablets, mobile apps, and laptops for documentation and communication.
- Able to establish credibility with project leaders and employees, along with senior management, executive, and clients.
- The ability to promote and ensure compliance with company policies and procedures effectively and professionally.
- Strategic and tactful skills to balance operational production efficiency and safety compliance.
- Understand the importance of collaboration with various departments to ensure success for the entire company.
- Continually leads by example and influences project teams to do the same.
- Experience and ability to read and effectively interpret IFC drawings, specifications, and work packages.
- Familiarity with productivity tracking, time entry systems, and safety reporting tools.
- In-depth knowledge and willingness to continually learn OHSA, environmental responsibilities, employment laws, practices, and standards.
- Ability to provide and receive constructive feedback, and the ability to manage and resolve conflicts in a professional manner.
- Ability to work in a fast-paced, always changing environment, which requires critical thinking and last-minute priority adjustments.
- Must be able to present a clear security clearance check and pass an alcohol & drug test prior to commencing employment and if required, throughout employment.
- A valid driver's license is required.

READY TO JOIN US?

If you are ready to send us your application, please click Apply, attach your resume and submit it directly to our **People & Culture team**.

Only those moving forward in the process will be contacted by our dynamic team of Recruiters!

EQUAL OPPORTUNITY EMPLOYER? YOU BET!



The finalized base pay for a successful candidate at Sigfusson Northern is determined based on several job-related influences such as experience, training, market demands, location, role expectations etc.

Sigfusson Northern is proud to be an employer who provides equal opportunities. Our team is successful because we consist of individuals from all backgrounds who contribute diverse experiences, perceptions, and skillsets that allow our company to continuously develop, grow, and succeed.

CAREER GROWTH? ABSOLUTELY!

We are known to work on challenging yet exciting projects, and we know our success comes from our people. Growth opportunities are available and your personal and career growth are a top priority for us. We are confident you will elevate your skillset and be provided with continuous learning opportunities throughout your entire career with Sigfusson Northern.

MENTAL, PHYSICAL, & FINANCIAL HEALTH FOCUS? ALWAYS!

WE CARE is one of our core values and we truly care about your mental, physical, and financial health. **Time to recharge?** Yes. We have a great work-life balance initiative which includes a competitive vacation program and flexibility. **Competitive salaries & benefits?** Yes. We are always ensuring our employees are taken care of and we offer an appealing compensation and benefits package, along with additional perks. **Financial support?** Sigfusson Northern provides access to financial outlets and has educational sessions to assist our employees with financial planning and preparation. We care about your future!

A COLLABORATIVE, MOTIVATING, AND FUN ENVIRONMENT? OF COURSE!

In your first few days, it's all about getting settled in, meeting your new teammates, and ensuring you have everything you need to be successful in your role. We care about first impressions, and we want to make sure you have the best one. Our onboarding experience is something we take seriously, and we want you to feel valued as soon as you walk through the door. We continuously put on exciting company events, celebrations, and have recognition programs to show our employees that we appreciate them, and we encourage collaboration, and a dynamic, strong, and positive workplace culture.

SO, WHY CHOOSE US?

- Our **company culture**; it's something unique and special.
- This opportunity allows you to be a **valued leader** in our company.
- The opportunity to bring a **renewed perspective** and innovative approaches to our project operations.
- **Competitive salary, above market bonus program.**
- An **employee-owned** company.
- **Employer paid** benefits.
- **RSP/DPSP** Program.
- **Learning and development** opportunities and reimbursements.
- Continuous **leadership training** provided.
- **Employee recognition** programs.
- A very **collaborative, supportive, diverse team** that is full of **good people**!