

**Title: Project Leadership Opportunities****Location: Various locations throughout North America****Date Posted: August 10, 2017****Closing Date: Open Until Filled****ROKSTAD STRATEGIC INTENT**

We are the only family-orientated energy infrastructure company that employs highly-skilled professionals who deliver industry-leading solutions and techniques that enable power system owners and operators -- across North America and expanding around the world -- to deliver power in an era of aging infrastructure and increasing energy demands.

**SUMMARY**

Rokstad Power is looking for a top tier project talent to join our team for future project opportunities. These dynamic positions will be involved with providing leadership, strategic direction and oversight for large scale transmission construction projects. You will be responsible and accountable for overseeing construction activities from pre-construction to completion; including management of the project budget and construction schedule, preparing and enforcing contracts and subcontracts, cost estimating and other fiscal management duties.

The ideal candidates will have strong natural leadership and communication skills, enjoy and excel at negotiation and decision making, and have an efficient and analytical approach to problem solving. Previous experience with end-to-end heavy civil construction on large scale projects and a demonstrated track record of leading and executing profitable projects is required.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Lead and manage the construction efforts, ensuring the project is delivered on time and in budget. Working closely with the project team, you will have responsibility for overall forecasting, cost management, contingency planning and securing the profitability of the project;
- Work closely with the business development team during proposal stage and assume responsibility for project from start-up and project end;
- Review project plans to determine time frame, budget limitations for accomplishing staffing requirements and allotment of available resources to various phases of project;
- Monitor and control construction progress to ensure project is built on schedule and within budget;
- Continuously review field operations, ensuring that the project is constructed safely and in accordance with all design, budgetary and scheduling obligations;
- Review and oversee all technical, financial and legal activities related to the project, including responsibility for achieving all financial and operational expectations;
- Participate in and/or lead as required, project debriefing sessions and implement the appropriate process improvements;
- In conjunction with People Development, support recruitment or assignment of key project personnel;
- Maintain and further develop business relationships with key internal and external stakeholders;
- Develop, coach and mentor others across the project and the organization;
- Cultivate and promote positive working relationships with internal management team, site supervisors and subcontractors and other contractors on site;
- Resolve operational issues and implement interventions to minimize delays;

### **JOB REQUIREMENTS**

- Well organized, fast learner and able to follow instructions;
- Demonstrate leadership skills in order to be able to take-on additional short and mid-term responsibilities;
- Knowledge of transmission and distribution line construction means and methods;
- Exemplary leadership skills, including strong teambuilding capabilities;
- Excellent communication skills (oral, written, presentations), including the ability to successfully translate technical information to non-technical individuals;
- Strong analytical and problem solving skills;
- Demonstrated sense of urgency with the ability to deal with constant change;
- Valid Driver's License is required, as these positions requires driving and site visits;
- Ability to travel to and work at project locations situated throughout North America.

### **EDUCATION, EXPERIENCE AND/OR CREDENTIALS**

- Bachelor degree in Civil Engineering, Construction Management, and/or equivalent Project Management experience;
- Project Management Professional (PMP) designation or professional experience equivalency;
- Minimum 5 - 10 years' of proven Project Management experience as a Prime Contractor;
- Minimum 5 years' of heavy civil, structures, and/or foundation construction experience;
- Experience in multiple procurement methodologies and project delivery, P3 is preferred;
- Demonstrated negotiation skills and ability to represent all project matters on behalf of Rokstad related to cost, schedule and contract matters with client, partners and/or subcontractors;
- Demonstrate a commitment to health, safety and environmental responsibility;
- Proficiency with computer applications, including Microsoft Office suite, and computer based scheduling and tracking software such as Primavera P6, MS Project an asset;
- Previous work experience in the Transmission and Distribution Utility Industry considered an asset;
- Previous work experience in a unionized environment an asset;
- Prior experience in a construction, engineering and/or utility environment.

### **CORPORATE COMPLIANCE RESPONSIBILITIES**

#### **We care about our internal and external customers – loyalty is earned.**

- Listen, and listen more, to better understand – you get excited about opportunities to help others.
- Own customers' challenges to deliver unique solutions – you recognize that it's our privilege to serve customers because without "them," there is no "us."
- Focus on what is "important" as opposed to "urgent" – you focus on the big picture rather than getting lost in the details.
- Express thanks to those who help us constantly improve – you recognize and embrace constructive criticism.

#### **We strive for safety excellence – practice safety within the workplace, our homes, and at play.**

- No compromise on safety – make safety a thought, an action, a cornerstone belief in everything you do.
- Live safely for yourself, your team, and your family – you work together to ensure safety for all.
- Learn and improve from past experiences – lessons learned fuel our future successes.

#### **We create a great workplace by filling it with spectacular people – set expectations high, have fun, and celebrate our successes.**

- Succeed through professional and personal growth – take ownership of your own success.

- Always be a Rokstad ambassador – take pride in opportunities to share your beliefs, learnings, strengths, and ideas.
- Respect the unique contribution that every employee brings to the table – be open to learning and growing from employees who move Rokstad forward and help you achieve more.
- Place importance on effectiveness rather than effort – work smarter, by being conscious of your current levels of productivity, health, and happiness.

**We take pride in what we do – how we show up is important.**

- Be part of the solution – you problem solve rather than complain, gossip, or cut others down.
- Know when to lead, know when to follow – check your ego at the door.
- Pursue improvement ... relentlessly – you make continual changes to grow.
- Strive to achieve the best results – you have higher expectations of yourself than Rokstad has of you.
- Embrace change – you understand that markets change, competition changes, and technology changes.

**We stand among the very best – doing it right makes our reputation even stronger.**

- Act in Rokstad's best interest – as though you are an owner.
- Say what you mean, mean what you say – One dishonest action can ruin a lifetime of goodwill.
- Demonstrate trust in order to gain trust – an honest day's work for an honest day's pay.
- Lead by example – you recognize that your actions are always being observed, and actions speak louder than words.
- Seek first to understand before seeking to be understood – you avoid drawing ill-informed conclusions or assumptions.

**We respect our position in the broader community – act in accordance with our culture and values.**

- Build and support the communities where we work and live – make the world cleaner, safer, and more interesting.
- Care for and respect our environment – promote environmentally sound practices throughout every aspect of our business.
- Create a culture of inclusion built on trust, respect, and dignity for all – build teams that capitalize on the diverse talents of all employees.
- Explore opportunities to grow and develop positive relationships with First Nations – create mutually beneficial partnerships.

**COMPENSATION**

Rokstad offers a competitive compensation and benefits package which will be commensurate with experience and education.

If you are looking for an exciting career with a fast growing, progressive company while participating in the build out of Canada's electric power Infrastructure, please email your resume and qualifications to [careers@rokstadpower.com](mailto:careers@rokstadpower.com) or fax 1-888-310-8831. Please include the job title in the email subject line.

We thank all applicants for showing an interest in this position. Only those selected for an interview will be contacted.