

CONSTRUCTION MANAGER

JOB POSTING

Pioneer Construction is a leading civil construction company specializing in the development, construction, and maintenance of highways, municipal roads, logging and access roads, industrial and commercial site development, as well as open-pit mining projects across Northern Ontario.

At Pioneer Construction, we take pride in being a leading civil construction company that prioritizes safety and fosters a positive company culture of respect, dignity, and inclusion. Our commitment to excellence extends beyond the projects we undertake; it is ingrained in the way we operate and the relationships we build—both within our team and with our clients.

CONSTRUCTION MANAGER

We are looking for a Construction Manager for our operations in North Bay, Ontario. As the Construction Manager, you will collaborate closely with various stakeholders to ensure smooth project execution. With your keen attention to detail and strong organizational skills, you will ensure that all construction activities align with the established timeline and budget. The Construction Manager is an integral position who oversees and directs the execution of civil construction projects, focusing on highways, municipal roads and site development from conception to completion. This is a full-time permanent position available with competitive wages, bonuses and a benefits package.

JOB DUTIES & RESPONSIBILITIES:

Project Planning and Coordination:

- Develop comprehensive project plans, including scope, schedule, and budget, in collaboration with project stakeholders.
- Coordinate with engineering teams to ensure project designs meet regulatory requirements and client specifications.
- Oversee the procurement of materials, equipment, and subcontractors as needed.

Construction Management:

- Preparing contracts and negotiating revisions, changes and additions to contractual agreements with architects, consultants, clients, suppliers and subcontractors.
- Developing and implementing quality control programs.
- Provide leadership to on-site construction teams, ensuring adherence to project plans, safety protocols, and quality standards.
- Monitor and report project progress, identifying and addressing potential issues to ensure timely completion.
- Collaborate with project engineers, architects, and other stakeholders to resolve design or construction-related challenges.
- Hiring and supervising the activities of subcontractors and staff
- Reinforce compliance with all company policies and procedures: safety standards operations, maintenance, training, cleanliness standards, etc.

- Other duties as assigned.

Safety and Compliance:

- Implement and enforce safety policies and procedures to ensure a safe working environment.
- Ensure compliance with local, provincial, and federal regulations governing construction activities.
- Conduct regular safety meetings and inspections to promote a culture of safety awareness.

Budget and Cost Management:

- Manage project budgets, tracking expenditures, and ensuring cost control measures are in place.
- Review and approve project invoices, change orders, and other financial documents.
- Identify cost-saving opportunities without compromising quality or safety.

Client Relations:

- Foster positive relationships with clients, addressing concerns and ensuring satisfaction with project outcomes.
- Communicate regularly with clients to provide updates on project progress and address any issues promptly.

JOB QUALIFICATIONS:**Education:**

- Postsecondary degree or diploma in Engineering, Construction Management, or a related field.
- Minimum 5-10 years of industry experience specifically in paving operations.
- Minimum 5 years at a managerial level, with experience working within a unionized environment.
- Estimating and field experience an asset.
- PMP or other relevant certifications an asset.

Knowledge, Skills and Abilities:

- Proven experience as a Construction Manager in civil construction, with a focus on highways, municipal roads, crushing operations and related projects.
- Strong understanding of construction processes, project management principles, and industry best practices.
- Excellent leadership and communication skills both verbal and written.
- Excellent knowledge of Microsoft Office suite, and with relevant software and tools for project management and scheduling.
- Ability to monitor and review complex project budgets and schedules.
- Ability to plan and see the big picture.
- Willing to work outdoors in all weather conditions.
- Strong knowledge and experience operating heavy equipment is required.
- Ability to handle multiple responsibilities simultaneously, and deal effectively with people using a facilitative approach.
- Ability to work out of town and the occasional evening and weekend as required during the busy season.
- Ability to adapt to last-minute changes as dictated by the needs of our customers.

- Capable of all physical requirements including lifting up to 50 lbs above shoulders, bending, climbing, crouching, and kneeling.

Perks & Benefits:

- Competitive salary
- Health benefits, dental, life insurance, and pension
- Employee and Family Assistance Program (EFAP)
- Company events and perks.

TO APPLY

All applications must be submitted to careers@pioneerconstruction.ca. By applying to the e-mail address, your application becomes available to managers immediately. Interested candidates should include a cover letter and resume.

We are an equal-opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, colour, national origin, gender, gender identity, sexual orientation, age, status as a protected veteran, status as a qualified individual with disability, or any other legally protected status. All applicants must be able to show proof of eligibility to work in Canada.

We thank all applicants for their interest. Please note that only those applicants selected for an interview will be contacted.