



Proudly recognized as a CCA Gold Seal Employer - the national benchmark of professionalism in Canada's construction industry.

DIRECTOR, INDUSTRIAL CONTRACTING

At Acres Enterprises, we believe people aren't just looking for jobs, they're in search of a lifestyle and culture that empowers, inspires, and fosters growth. That's why our collaborative and supportive work culture is at the heart of our success. It's the reason our team members choose to build their careers with us, while making an impact in the industry and the community at large.

At Acres, your growth is our priority. We offer an environment where there's an emphasis on both professional development and work-life balance. With benefits such as performance-based incentives, paid Acres Days, and opportunities to engage with the community, we ensure you're supported both personally and professionally.

Inclusion and diversity are central to our hiring philosophy. We value unique perspectives, implement equitable practices, and strive to create accessible opportunities where everyone can thrive. When you join Acres, you become part of a team dedicated to innovation, community impact, and shaping the future of the construction industry.

Our talented team of professionals, with varied subject matter expertise, can take a project from concept to completion. With over 600 years of combined construction experience and the use of cutting-edge technology, Acres is committed to bringing our clients' projects to market on time, on budget, and at the highest quality.

Watch the video [here](#) to discover the Acres Difference and start your next career adventure with us.

JOB TYPE: Full-time, Permanent

LOCATION: Kamloops or Prince George, BC

SALARY RANGE: \$150,000 - \$165,000 Annually

THE ROLE:

The Director, Industrial Contracting provides senior leadership for the execution of multi-disciplined industrial construction services, including Civil Construction and General Contracting, delivered through a variety of contract models such as cost-plus, unit price, lump sum, design-build, and construction management.

This role is accountable for the overall performance of the Industrial Contracting Department, with a focus on profitability, productivity, efficiency, schedule adherence, equipment utilization, safety performance, and client satisfaction. The Director plays a key role in strategic planning, operational oversight, leadership development, and business growth, while ensuring alignment with Acres' values and long-term objectives.



acresenterprises.com



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DIRECTOR, INDUSTRIAL CONTRACTING

RESPONSIBILITIES:

Strategic Management

- Participate in the development of Acres' strategic direction and corporate planning process, providing leadership for assigned strategic initiatives.
- Lead the development and management of the Industrial Contracting Department operating budgets as part of the annual corporate business plan.
- Participate in senior management meetings to review progress on strategic and business plan initiatives.
- Stay current with industry developments, construction processes, delivery systems, unionized site requirements, emerging technologies, and regulatory trends to identify opportunities for improved productivity and efficiency.
- Monitor competitor activity and client investment trends within the industrial sector and provide recommendations to the President regarding market opportunities, risks, and new initiatives.

Department Management

- Lead regular meetings of the Industrial Contracting Department to review priorities, upcoming and active projects, schedules, manpower requirements, equipment utilization, safety performance, subcontractor performance, and employee engagement.
- Maintain expert-level knowledge of construction delivery systems to determine the most effective approach for specific clients and projects.
- Build and maintain strong relationships with strategic subcontractors and suppliers to support effective project execution.
- Ensure departmental alignment with corporate objectives, values, and performance expectations.

Operational Management

- Provide executive oversight of industrial construction operations to ensure projects meet contract, schedule, financial, safety, and quality objectives.
- In partnership with the Construction Manager, establish and oversee project execution strategies aligned with client requirements and site conditions.
- Review and approve project scopes, contracts, budgets, forecasts, and significant change orders to manage risk and profitability.
- Monitor departmental performance through job cost reporting and project reviews; direct corrective action where required.
- Ensure consistent application of project controls, reporting, invoicing, and documentation standards.
- Oversee resource and equipment utilization to maximize efficiency across projects.
- Maintain strategic oversight of estimating and project management systems to support data-driven decisions.
- Champion a strong safety culture and provide leadership on incident review and continuous improvement.

Business Development

- Participate in business development meetings and presentations, providing technical input and construction methodology expertise.
- Develop and maintain senior-level client relationships to gather feedback, address concerns, and identify opportunities for service expansion.
- Proactively pursue new industrial construction opportunities through networking, client engagement, and market awareness.
- Establish and reinforce a client-focused culture across the Industrial Contracting Department.



Human Resources

- > Oversee recruitment, selection, onboarding, and mentoring of direct reports and key departmental roles.
- > Ensure succession planning is in place for critical positions in collaboration with Corporate Services and Human Resources.
- > Conduct performance reviews for direct reports and approve evaluations for their teams.
- > Prepare compensation, incentive, promotion, and organizational change recommendations for approval.
- > Identify and implement leadership development plans for direct reports, including training, coaching, and growth opportunities.

CANDIDATE PROFILE:

- > Bachelor's Degree in Engineering, Construction Management, or a related field.
- > 10+ years of progressive experience in industrial construction, including senior leadership responsibilities.
- > Proven experience leading multi-disciplinary industrial projects and teams.
- > Strong understanding of construction delivery methods, contract administration, and unionized work environments.
- > Demonstrated financial and operational acumen with a focus on profitability, cost control, and productivity.
- > Strong leadership, communication, and relationship-building skills.
- > Technology-forward mindset with experience leveraging systems and data to support decision-making.
- > PMP, Gold Seal Certification (GSC), or equivalent professional designation considered an asset.

MISSION, VISION & VALUES:

- > **Mission** - We strive to achieve the highest standard of construction while continually exceeding our clients' expectations. Strong relationships with partners and clients are vital to our organization's success, and we value integrity and fairness in all our business dealings.
- > **Vision** - We are a talented team of diversified, tech-savvy, construction professionals who continually challenge the status quo. We innovate around traditional challenges to create opportunities, leveraging new technologies to achieve continuous advances in construction practices.
- > **Values** - Core values are our Acres rules that we live by -- the fundamental values exercised by our employees, personally and professionally. We are **Ambitious, Competent, Respectful, Engaged, and Supportive (ACRES)**. These values are reflected in our business practices, our partners we work with, and involvement in the communities we live and work in.

ACRES PERKS:

- > Highly competitive wages and comprehensive benefits
- > Vehicle allowance for this position
- > STIP (short term incentive plans) & LTIP (long term incentive plans)
- > A positive work-life balance, including paid Acres Days
- > Employee & Family Assistance Program
- > Training & professional development
- > Trade/skill certifications
- > Community involvement initiatives
- > Referral Program (Increased compensation incentives for both the referred and referring employee)
- > Return to work bonuses

We're here to support you! If you need assistance or have specific needs during the application process, please reach out to our Human Resources Department at hr@acresenterprises.com.

We welcome applications from everyone as an equal opportunity employer and appreciate your interest in joining our team. Be sure to review the application requirements for each position before applying. Only candidates selected for the recruitment process will be contacted.

Ready to apply? Submit your application online at acresenterprises.com/careers