



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

DIRECTOR, INDUSTRIAL CONTRACTING

The future of construction is shaped by those ready to lead it.

Acres Enterprises is building more than exceptional projects. We're building the kind of construction firm the future demands. One which is defined by ambitious thinking, disciplined execution, and people who hold themselves and each other to a higher standard. Our next generation of leaders will be joining a company with clear momentum and the confidence to keep evolving. They will influence how we work, how we grow, and what Acres becomes next - not from the sidelines, but as an integral piece of the team that's shaping it.

Our combined strength of experienced people, disciplined execution, and forward-thinking technology provides the fortitude to deliver complex construction projects on time and on budget. For more than 45 years, Acres has brought projects through early planning to completion with a clear focus on quality, accountability, and lasting client relationships.

Leadership at Acres is both strategic and hands-on. Our leaders are entrusted to deliver strong decisions, strengthen the teams around them, and challenge the established ways of working when there is a better path forward. They work across departments, bring clarity to complexity, and help build the systems, capabilities, and culture required for sustainable growth.

In return, Acres offers an environment where experienced professionals can do meaningful work and continue developing their careers. Performance-based incentives, paid Acres Days, professional development opportunities, and community involvement are part of a broader commitment to supporting our people, both professionally and personally.

We believe strong organizations are built through different perspectives, experiences, and ways of thinking. Our hiring practices are grounded in inclusion, equity, and accessibility, creating opportunities for people to contribute fully and create personal successes. For leaders who want to influence more than their own department, while also shaping the future of an industry-leading firm, Acres offers the opportunity to make a truly meaningful impact.

JOB TYPE: Full-time, Permanent

LOCATION: Kamloops B.C.

SALARY RANGE: +/- \$210,000 including annual incentives. Compensation will be determined based on the successful candidate's qualifications, experience, and overall fit for the role.

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.



[acresenterprises.com](https://www.acresenterprises.com)



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DIRECTOR, INDUSTRIAL CONTRACTING

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.

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, a 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.
- > 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.
- > 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.
- > 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** - Acres strives to achieve the highest standard of construction while continuously exceeding client expectations.
- > **Vision** - Our diversified team of professionals leverage new technologies and innovate around traditional challenges to create new opportunities.
- > **Values** - We are **Ambitious, Competent, Respectful, Engaged, and Supportive (ACRES)**. These are the core values our team members practice both professionally and personally.

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
- > Community involvement initiatives

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



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