



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

DIRECTOR, CIVIL 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 or Kelowna, BC

SALARY RANGE: +/- \$200,000 including annual incentives. Compensation will be determined based on the successful candidate's qualifications, experience, and overall fit for the role.

THE ROLE:

To be responsible for the overall success of our Civil Contracting services delivered through a combination of cost-plus contracts, unit price contracts and lump sum contracts with the objective of: enhancing profitability, productivity and efficiency, meeting schedules, maximizing equipment utilization, achieving client satisfaction objectives, directing and developing department leaders, and planning for future growth within the Civil Contracting Department.



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



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RESPONSIBILITIES:

Strategic Management

- > Contribute to the company's strategic direction, annual business plans, and operating budgets for the Civil Contracting Department.
- > Develop annual corporate business plans and Civil Construction Department budgets.
- > Attend senior management meetings to review strategic and business plan progress.
- > Monitor industry trends, technologies, and competitors to identify opportunities and threats.
- > Recommend actions or initiatives based on client investment trends and market analysis.
- > Recommend new productivity and efficiency initiatives to the President.

Department Management

- > Provide guidance to the Civil Construction team to achieve strategic and operational goals.
- > Monitor department results, compare to objectives, and address discrepancies.
- > Evaluate workflows and reallocate personnel as needed across department areas.
- > Lead and motivate managers to exceed revenue, profitability, and productivity goals.
- > Conduct regular team meetings to address planning, client projects, safety, and efficiency.

Operational Management

- > Ensure monthly job cost reviews are conducted.
- > Review project contracts, scopes, and schedules to develop strategies.
- > Assign projects to appropriate managers and conduct kick-off meetings.
- > Assist in setting project performance goals and appointing key personnel.
- > Oversee project change orders, ensuring accuracy and proper documentation.
- > Regularly review scopes for potential change orders and advise on implementation.
- > Utilize project management tools for estimates and performance tracking.
- > Ensure timely and accurate project invoicing aligned with contract terms.
- > Enforce disciplined reporting and documentation for all project aspects.
- > Review bids and prioritize opportunities with the Estimating Department.
- > Update costing and estimating databases to reflect accurate productivity metrics.
- > Promote and monitor safety culture and performance, addressing incidents directly.
- > Implement methods to monitor and measure project or strategic outcomes.
- > Foster a culture of cost/benefit decision-making and avoid silo thinking.
- > Collaborate with senior management for seamless business operations.

Business Development

- > Support business development meetings with technical input and methodology insights.
- > Build relationships with senior client contacts to gather feedback and identify opportunities.
- > Actively pursue new projects and maintain awareness of industry developments.
- > Foster a client-focused culture within the Civil Construction 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, with 8-10 years of industry experience and certifications such as PMP or Gold Seal Certified (GSC).
- > Senior management experience in running a department, a team, and a proven track record in project execution.
- > Ability to grow teams with a culture-focused approach.
- > Growth focus with building brand, teams, and projects within the three regions in which Acres operates in.
- > Experience in complex civil contracting projects.
- > Understanding of contract types.
- > Integrated Project Delivery (IPD) or project collaboration experience.
- > A key focus on technology with systems and process.

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
- > 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
- > Auto Allowance
- > Virtual Healthcare
- > 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