Project Manager

Nahanni Construction Ltd. specializes in construction in cold weather and remote locations across Northern Canada. We provide construction, project management, and logistics services for remediation, industrial, and commercial projects. With more than 30 years of experience in the North, our teams deliver work safely and to a high standard of quality.

ABOUT THE POSITION

Nahanni Construction Ltd. is hiring a Project Manager to lead industrial construction projects across Northern Canada. Reporting to the Project Director, the Project Manager is accountable for project delivery from planning through construction and close-out, including safety, quality, schedule, cost, commercial performance, and client relationships.

The successful candidate will lead project teams and work closely with site leadership, subcontractors, and clients. They will promote Nahanni's values and ensure stakeholders are treated with respect and professionalism. This is a full-time, project-based, fly-in-fly-out role subject to a rotational schedule.

Nahanni is looking for candidates with experience in the following skill sets for various project roles.

- Concrete construction – industrial or mining experience is preferred
- Mine infrastructure construction – including maintenance shops, camps, steel and fabric structures
- Earthworks construction – remote construction or mining construction experience is preferred.

RESPONSIBILITIES

Project start-up and planning

- Review the prime contract, scope, drawings, specifications, schedule, estimate, and commercial requirements. Communicate key obligations and project objectives to the team.
- Lead project start-up meetings and establish the Project Execution Plan, including construction, HSE, quality, procurement, logistics, project controls, and reporting requirements.
- Develop and maintain the master project schedule in MS Project with input from the Construction Manager, Site Superintendent, subcontractors, and project team.
- Establish the project budget, cost codes, forecasts, document control processes, and reporting requirements. Lead a financial start-up meeting to confirm how costs will be captured.
- Develop labour, equipment, material, and subcontract forecasts with the site team and Estimator.
- Define subcontract scopes, support procurement, and ensure agreements are in place to meet the construction schedule.
- Coordinate required permits, approvals, insurance, bonds, and other preconstruction requirements applicable to the project.
- Support proposals, estimating, and project handovers as required.

Project delivery

- Lead the project team and provide direction to the Construction Manager where assigned, or otherwise the Site Superintendent, as well as Project Coordinators and other assigned personnel.
- Work with site leadership to develop construction plans, resolve constraints, and align look-ahead schedules with the master project schedule.
- Monitor critical path activities, productivity, progress, and subcontractor performance. Lead recovery planning when work falls behind schedule.
- Oversee compliance with applicable health, safety, environmental, quality, contractual, and regulatory requirements.
- Review RFIs, submittals, change requests, and other project correspondence for completeness and consistency with contract requirements before submission.

Project Manager

- Manage project changes, including notices, pricing, schedule impacts, approvals, and supporting records.
- Identify and manage scope, schedule, cost, execution, and commercial risks.
- Lead regular project and client meetings. Track decisions, action items, outstanding information, changes, and potential delays.
- Manage the project's financial performance, including cost reporting, forecasts, work-in-progress reviews, progress billing, invoicing, and payment approvals.
- Administer subcontracts, including performance, changes, notices, payment, and dispute resolution.
- Ensure required inspections, testing, commissioning, turnover, and close-out activities are planned and completed.
- Prepare accurate internal and client reports in accordance with company procedures and contract requirements.
- Coach and mentor project team members, set clear expectations, and support their professional development.

Project close-out

- Lead deficiency resolution, commissioning, turnover documentation, and achievement of contractual completion milestones.
- Ensure outstanding changes, subcontract accounts, billings, and other commercial matters are resolved.
- Manage warranty obligations and complete the project close-out report and lessons learned review.

REQUIREMENTS

- At least 10 years of construction experience, including at least five years managing industrial projects.
- Degree or diploma in Engineering, Construction Management, or a related field, or an equivalent combination of education and industrial construction experience.
- Demonstrated success delivering complex construction projects, preferably valued at $25 million or more.
- Experience with construction contracts, subcontract administration, cost forecasting, scheduling, change management, and client reporting.
- Experience delivering work under a range of contract models, such as stipulated price, construction management, and design-build.
- Strong understanding of industrial construction methods, project controls, HSE, quality management, commissioning, and turnover.
- Proficiency with Microsoft Word, Excel, Outlook, and MS Project.
- Strong leadership, communication, negotiation, and problem-solving skills, with the ability to manage competing priorities and work effectively with clients and site teams.
- Experience on remote or rotational projects in Northern Canada is an asset.

COMPENSATION & BENEFITS

- Nahanni provides competitive pay and benefits. Compensation is dependent on experience.
- Nahanni pays for and books travel to and from the project site. In addition, employees are entitled to a rotational travel allowance.
- Comprehensive benefits package including extended medical, dental, and disability coverage.

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