



## DIRECTOR OF CONSTRUCTION POSITION PROFILE

**Location:** Squamish, BC

**Industry:** Development & Construction

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### **ABOUT DHD CONSTRUCTION LTD.**

**DHD Construction Ltd.** is a Squamish-based, full-service construction and development company that for over fifteen years has specialized in creating residential real estate communities and building beautiful homes with passion in Squamish, Greater Vancouver and Whistler. We bring craftsmanship, sustainable design, business sense and professionalism to all our homes in the Sea to Sky corridor and take great pride in recently completing Squamish's first Net Zero, Zero Emissions, Step Code 5 home.

As part of the DHD team, there are three key values that guide our words and actions – a commitment to leadership; to build and act with integrity; and teamwork. These values are part of every decision we make to ensure the best possible outcome for our clients, employees, partners and communities in which we live. Our unwavering commitment to our company culture ensures we:

- Build sustainably, drive change, raise the bar and never stop learning;
- Build quality, care about people, think like an owner and do it right way; and
- Communicate, show support, share ideas, find solutions and be dependable.

Finch Drive in Squamish is DHD's latest project. DHD has secured four stunning mountainside view properties in central Squamish totaling over 20 acres. This future master-planned community will use modern building technologies to achieve some of Squamish's most energy efficient, multi-family homes. We are seeking an experienced Director of Construction to oversee the project management construction organization of DHD. The Director of Construction reports to the President and is a key member of DHD's senior leadership team. This role offers the right candidate the opportunity to enhance DHD's already strong reputation for building excellence and innovation and to be a powerful voice in the design and implementation of DHD's ongoing evolution. The Director of Construction has a wide range of responsibilities, including:

- Direct oversight of planning, budgeting and scheduling functions for each project and all project build and delivery practices;
- Overseeing a team responsible for the management and successful execution of project management and site construction; and
- Contributing leadership and direction to the operations team.

## **THE ROLE: RESPONSIBILITIES and ACCOUNTABILITIES**

As a member of the Senior Leadership Team, develop strategies and provide direction for the organization. Be knowledgeable about DHD goals and financial progress. Support the strategic plan to advance the company's mission and objectives to promote revenue, profitability, and growth as an organization.

Provide input to the development team to ensure the appropriate consultants are hired to develop site and building plans. Assist the development team on assigned projects through the review of development plans and design drawings including reviews of electrical, mechanical, structural, landscape, architectural and interior design drawings and specifications to ensure they are properly coordinated and adequately reflect the commitment made by DHD in the contract and support project vision and objectives.

Participate in the estimating/budgeting process for project proposals and land development opportunities while considering project-specific challenges. Provide leadership and business judgment on all financial and profitability aspects of new projects. Establish profit margins with the President, Controller, Project Manager(s) and Project Supervisor(s) at the beginning of the project attempting to increase profit levels. Stay informed and current regarding delivery systems: construction management, cost plus, unit prices, and lump sums ensuring most effective approach to service DHD projects. Contribute and review value engineering as required.

Ensure Project Manager(s) and Project Supervisor(s) prepare and maintain approved budget and cash flow schedules for each project prior to construction starting with appropriate documentation and manage/measure results in relation to the forecasts; construction budgets and monthly projections are accurate and complete; seamless management of the drawing change and clarification process; relationships with selected suppliers and subcontractors are maintained to the benefit of the project.

Manage the Project Manager(s) and Project Supervisor(s) in planning, creating, and managing project schedules including schedule planning, coordinating tasks, and monitoring the timelines of scheduled assignments.

Lead regular meetings with the construction team to determine departmental initiatives, priorities, progress on existing projects, project schedules, contractor performance, consultant performance, project budgets and safety performance. Ensure information is provided to all stake holders including clients, construction team, finance, sales and marketing, consultants, suppliers and any other parties involved as required.

Maintain a level of ownership of each project to ensure the day to day operations of the project are transitioned effectively to Project Manager(s), Project Supervisor(s) and Civil Site Supervisor from Pre-Construction when work commences in the field. Oversee and monitor all DHD construction projects by leading Project Manager(s), Project Supervisor(s) and Civil Site Supervisor ensuring full project

management responsibilities for each project are met and work to continually optimize all procedures.

Oversee the interviewing/selection process for new hires within the department. Work with the Project Manager(s) and Project Supervisor(s) to ensure the effective onboarding orientation, training and coaching of all new construction staff.

Support and implement company construction systems and policies that enable the project team to work efficiently and effectively. Create and manage processes across development and construction functions including financial, client management and IT systems.

Provide mentorship and support to operations team in project execution and ensure they have all the tools and collateral required. Supervise and mentor the staff from whom DHD may from time to time assign responsibility, including setting annual goals and objectives and conducting biannual performance reviews.

## **QUALIFICATIONS and EXPERIENCE**

### **I. Education and Experience**

- A Bachelor's Degree and/or training in construction management, architecture, engineering, business, business process management or a related field required;
- Minimum 8-10 years of experience in construction with Residential and Commercial projects;
- Familiarity with construction permitting, approval process, providing construction cost estimating and plan review;
- Strong technical knowledge on budgeting control, cost (life-cycle) estimating, feasibility and value engineering with new development projects.

### **II. Skills**

#### **Comprehensive knowledge of:**

- Managing fiscally sound, profitable, efficient, and responsible projects;
- Strong financial and business acumen including project budgeting and planning;
- Contracting, negotiating, and change management;
- Construction procedures, trade practices, building codes, project scheduling, project cost control, and safety procedures. Experienced in estimating, defining scopes of work and pricing labor and material during the bid process.

#### **Proven skill in:**

- Leadership;
- Strategic thinking;
- Problem-solving with the ability to effectively plan, prioritize and execute;

- Effectively engaging management level staff, employees and stakeholders in order to build partnerships, achieve strategic initiatives and attain organizational goals;
- Developing and standardizing operational structure and processes;
- Interpersonal relationship building.

**Demonstrated ability to:**

- Develop financial plans and manage resources. Ability to analyze and interpret financial data; comprehend, model, and analyze development pro-formas and project estimates;
- Analyze organizational structure, identify processes and implement approved recommendations;
- Utilize technology solutions to assist in database management, proposal creation, and other business development processes;
- Drive goals and results while maintaining quality and attention to critical details;
- Collaborate with a variety of stakeholders to produce high-quality results;
- Motivate and lead team;
- Guide, coach and develop team;
- Communicate and present clearly and confidently; and
- Innovate, while staying current with industry trends and best practices.

DHD has a Comprehensive Benefit package that includes competitive salaries, performance and investment bonuses, extended health and dental benefits, paid sick time, generous vacation and flexible work arrangements. For more information about DHD, visit us online at [www.dhdev.ca](http://www.dhdev.ca).

**TO APPLY**

Candidates are asked to submit a resume and cover letter in one document formatted as pdf detailing experience and qualifications to [admin@dhdev.ca](mailto:admin@dhdev.ca)

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. **While we thank all applicants for their interest, only those applicants who have been given consideration for an interview will be contacted.**