



Job title:	Senior Project Manager
Reports to:	Director of Projects
Direct/indirect report(s):	Project Coordinators, Field Supervisors
Interacts with:	Clients, Subcontractors, Business Development & Sales, Estimating, Project Controls, Accounting, Procurement, Information Technology, Quality Management, Health and Safety, Human Resources, Shop Services
Operational budget:	NA
Position type:	Salary

Are you ready to make a lasting impact in the construction industry?

At TESC, we're driven by a bold vision: to set the standard as the go-to provider of safe, high-performing construction services. As both an employer and partner of choice, we take pride in delivering best-in-class, integrated construction solutions that exceed expectations.

We're on the lookout for a Senior Project Manager who brings passion, precision, and leadership to every phase of a project. This is more than just a management role—it's an opportunity to guide complex construction projects from concept to completion, mentor project teams, and build strong, lasting relationships with clients and industry partners. If you're someone who thrives in a fast-paced environment, embraces innovation, and is committed to safety and excellence, we want to hear from you.

Join TESC and play a key role in shaping the future of construction—while being part of a team that values collaboration, continuous improvement, and the people who make it all happen.

What you will do:

The Senior Project Manager serves as an integral member of TESC operations by successfully leading key projects and project teams, providing mentorship and trade-specific expertise across the organization, and contributing to TESC's growth and sustainability through positive relationships with clients and industry partners. As a leader at TESC, the Senior Project Manager promotes a commitment to safety and a culture of high performance, collaboration, and continuous improvement.

Roles and Responsibilities:

Leadership

- Provides overall administrative and technical direction for an assigned project in terms of meeting cost, schedule, quality, safety, and contract performance.
- Selects key personnel and sub-contractors for projects and ensures they understand and adhere to TESC and client policies and procedures.
- Lead project teams to success; evaluating performance of direct reports, providing performance feedback, and mentoring throughout the project life cycle.

- Identifies, addresses and resolves issues, problems, or disputes at their source.
- Liaises with and maintains strong working relationships with existing customers and expands customer base where possible.

Planning/Reporting

- Maintains continuous lines of communication, keeping the Director of Projects informed of all critical issues and provides weekly project status update.
- Manages in collaboration with the site supervisors all aspects of the job site including planning, organization, and direction of construction activities.
- Determine needed resources (manpower, equipment, and materials) from start to finish with attention to budgetary limitations.
- Regular reporting on project SPI (Schedule Performance Index) and CPI (Cost Performance Index) to meet project performance requirements.

Cost Control

- Prepare and update all productivity and cost control documents necessary to meet project reporting requirements.
- Reviews and approves time entries.
- Address all overtime/production issues in a timely and effective manner.
- Identify out-of-scope items and invalid project costs, and to budget extras as projects accelerate.
- Monitors design changes and contract extras, identifying required and optional changes in project scope and negotiate change orders as required.

Contract Management

- Follows approval process for contract changes and works with clients to achieve a fair and reasonable cost for change orders, reviewing their impact on projects.
- Reviews and ensures that approved and unapproved change notices and change orders are complete, current, and up to date to prepare for progress billing.
- Reviews and approves engineering designs and vendor drawings to ensure conformity with project specifications, TESC and client policies, procedures and practices, and sound engineering, operating and business principles and practices.
- Ensure adherence and compliance with local, provincial, and federal laws, statutes, and regulations.

Safety and Quality

- Be a Risk READY safety leader, fostering an integrated safety culture.
- Promotes a culture of continuous improvement with safety performance and quality by going beyond satisfying the minimum legislated requirements, identifying opportunities for improvement, and providing recommendations to quality management team.
- Maintains project health, safety and environmental standards and ensures that they adhere to legislated requirements and TESC and client policies and procedures.
- Drives compliance by ensuring that incident management investigation program policies and procedures are met on all projects and that quality control is monitored and maintained across all project activities.

Job Specifications:

- 20 years' experience working in the construction industry, preferably within the industrial sector.

-
- 15 years' experience in a project management or leadership role within the construction industry.
 - Post-secondary diploma or degree in construction management, project management, engineering, or equivalent combination of education and field experience.
 - Financial acumen/ability to comprehend construction costs and budget structures.
 - A track record of building and managing successful teams, effectively motivating people and maintaining effective relationships with clients and subtrades.
 - Superior management skills: ability to influence, engage and delegate effectively and appropriately.
 - Versed in all aspects of the construction management process, pre-construction, construction, and project closeout, with ability to execute highly complex or specialized projects.
 - Ability to prioritize competing issues, project needs, business needs, organizational issues, client relations and make judgments at a level consistent as a member of executive management.
 - Excellent judgment and creative problem-solving skills including negotiation, conflict, and crisis management.
 - Strong computer literacy in Microsoft Office (Microsoft Excel, Word, Outlook, PowerPoint) and demonstrated knowledge of scheduling practices and software such as MS Project or Primavera P6.
 - Valid driver's license with ability to travel as required (with a clean abstract).

TESC is an equal opportunity employer. In accordance with the Accessibility for Ontarians with Disabilities Act, accommodation is available throughout our recruitment process for applicants with disabilities.