



Project Manager

TESC is seeking an experienced and results-driven Project Manager to lead industrial construction projects from initiation through completion. The Project Manager is responsible for overall project performance, ensuring projects are delivered safely, on schedule, within budget, and in accordance with contract requirements and client expectations. This role provides leadership to project teams, manages client relationships, oversees financial performance, and drives successful project execution while maintaining TESC's commitment to safety, quality, and operational excellence.

What You'll Do

- Lead all phases of project execution, ensuring project objectives, schedules, budgets, quality standards, and contract requirements are achieved.
- Provide administrative and technical direction to project teams, site supervisors, subcontractors, and key stakeholders.
- Build and lead high-performing project teams through coaching, mentoring, performance management, and employee development.
- Develop and maintain strong client relationships while identifying opportunities to support business growth.
- Oversee project planning, scheduling, resource allocation, and execution activities.
- Coordinate manpower, equipment, materials, and subcontractor resources to meet project requirements.
- Monitor project performance through key metrics, including Schedule Performance Index (SPI) and Cost Performance Index (CPI).
- Prepare and review project status reports and provide regular updates to the Director of Projects.
- Review and approve timesheets, project documentation, and reporting requirements.
- Manage project budgets, forecasts, productivity tracking, and cost control initiatives.
- Identify and manage project risks, overtime concerns, scope changes, and production challenges.
- Negotiate and administer change orders while ensuring accurate documentation and cost recovery.
- Review engineering designs, vendor drawings, and project deliverables to ensure compliance with specifications and standards.
- Ensure compliance with contractual obligations, regulatory requirements, and company policies.
- Promote continuous improvement initiatives that enhance project performance, quality, and operational efficiency.

What You Bring

- Post-secondary diploma or degree in Construction Management, Project Management, Engineering, or a related discipline, or an equivalent combination of education and industry experience.
- Minimum 5 years of Project Management experience, preferably within an industrial construction environment.
- Demonstrated experience in industrial construction planning, scheduling, and project execution.
- Strong understanding of project controls, budgeting, forecasting, cost management, and contract administration.
- Proficiency with Microsoft Office Suite, including Excel, Word, Outlook, and PowerPoint.

- Experience with project scheduling software such as Microsoft Project and Primavera P6.
- Ability to read and interpret construction drawings, blueprints, and technical documentation.
- Strong financial acumen and ability to accurately compile, analyze, and present project financial data.
- Valid Ontario Class G Driver's License with a clean driving record.
- Exceptional leadership, communication, negotiation, and relationship-building skills.
- Proven ability to mentor and develop teams while managing multiple priorities and deadlines.
- Self-motivated and capable of working independently in a fast-paced environment.

What We Offer You

At TESC, we recognize that great people build great projects. We offer a competitive total rewards package designed to support your career, well-being, and future.

- Competitive compensation, including performance-based incentives
- 100% employer-paid health benefits
- Progressive employer-matched pension plan
- Paid vacation, sick days, and statutory holidays
- Ongoing career development and advancement opportunities
- The opportunity to work on complex, high-impact industrial projects
- A strong safety culture and team-oriented environment where people support one another

Salary for this position is under review.

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.

READY to build your career with TESC? Apply today at careers@tesc.com