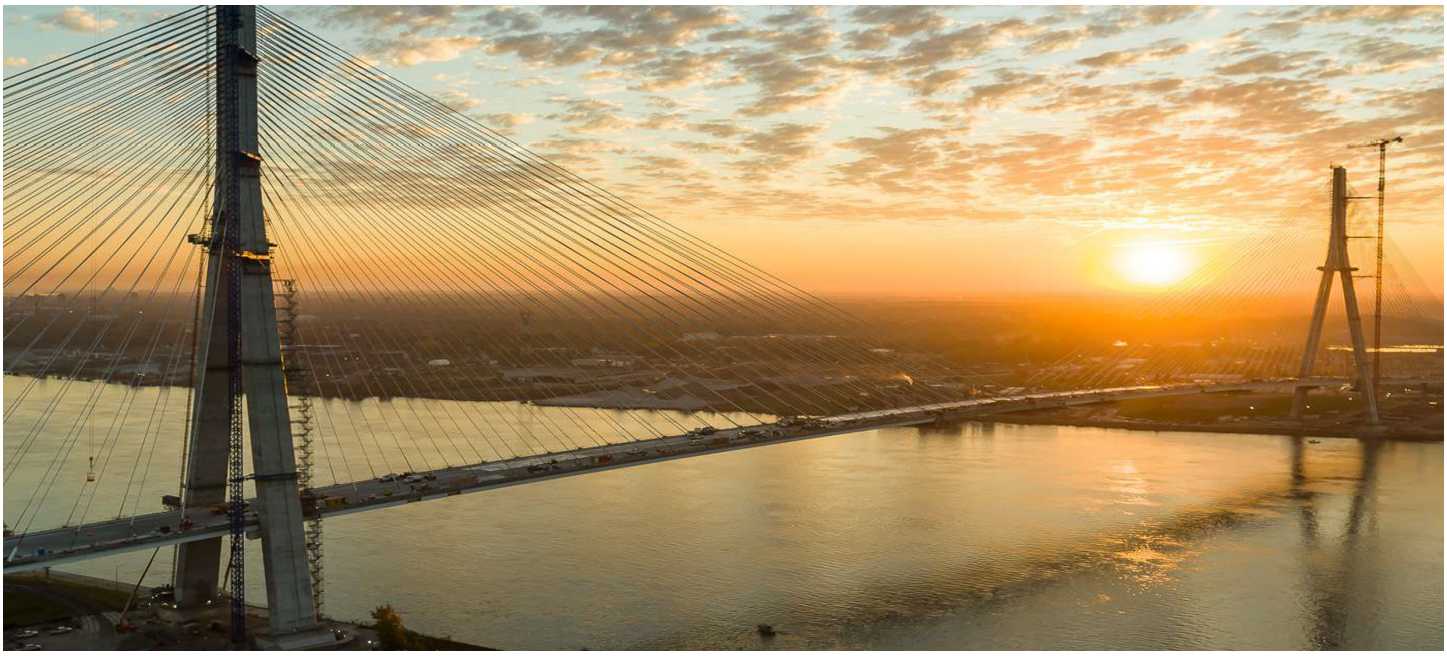


AECON

Senior Vice President, Engineering



About Aecon

Headquartered in Toronto, Aecon (TSX:ARE) is a leading North American construction, engineering, and infrastructure development company providing integrated turnkey solutions to private and public sector clients. With over 11,000 employees and over $5B USD in annual revenue, Aecon is one of North America's premier EPC, Progressive Design-Build, and Alliances firms, serving clients across Canada, the United States, and around the world. Aecon serves clients through its Construction segment across the Civil, Nuclear, Utility, Industrial, and Urban Transportation sectors, and through its Concessions segment provides project development, financing, investment, management, and operations and maintenance services.

Although known for much of its history as a Canada-focused company, Aecon has transformed into a truly international EPC firm and is now successfully executing some of the world's most complex and innovative infrastructure projects in both the United States and abroad, continuously growing its international footprint. While the company remains proud of its rich Canadian heritage that can be traced back to 1867 – and flagship Canadian projects including Pearson Airport, the St. Lawrence Seaway, the CN Tower, the Vancouver Ferry Terminal, and more – Aecon's future will continue to be an even more robustly international one.



Segments

Construction

150+ years in the industry means Aecon's roots in construction and infrastructure development run deep. Aecon is a trusted contractor to numerous public entities and Public-Private Partnerships (P3s) across North America. The Construction segment includes all aspects of the construction of both public and private infrastructure in the Civil, Urban Transportation, Nuclear, Utility, and Industrial sectors.

Concessions

The Concessions segment activities include the development, financing, design, building, and operation of construction projects. Aecon does this by way of public-private partnership contract structures, as well as by integrating the services of all project participants and harnessing the many strengths and capabilities of Aecon. The Concessions segment focuses primarily on the development of domestic and international P3 projects, private finance solutions, investment and management services, operations and maintenance, and actively participating in development teams. Examples of Concessions projects include airport redevelopment projects in Ecuador, Bermuda, and the U.S. Virgin Islands, and the Gordie Howe International Bridge connecting Canada to Detroit, Michigan.

Operating Sectors



CIVIL



NUCLEAR



INDUSTRIAL



UTILITIES



URBAN TRANSPORT



CONCESSIONS

Purpose and Impact

"Aecon's purpose is to build what matters to enable future generations to thrive."

They build and operate infrastructure that meets today's needs while addressing tomorrow's complex challenges, including the imperative to rapidly advance the energy transition. As we do this essential work, we're committed to acting responsibly in every area of our business.

Our Core Values

Aecon's Core Values define *Who We Are* and the promises of value we deliver for our clients that differentiate us from our competitors — across industries and geographies.

From executive leadership through to our frontline employees, Safety Always, Integrity, Accountability and Inclusion are our "shared DNA" that guide the decisions we make in the work we do every day, empowering all of us with a shared view that reflects our brand and our people.

SAFETY ALWAYS

- We relentlessly strive to operate safely every day.
- We continuously and proactively identify and mitigate safety risks.
- We recognize and reward safe behaviours.

INTEGRITY

- We lead by example, with humility and courage
- We say what we do and do what we say, transparently and truthfully.
- We are fair and do the right thing.

ACCOUNTABILITY

- We are passionate about delivering on our commitments.
- We make a difference with our results, individually and collectively.
- We persevere and don't give up until we have the solution.

INCLUSION

- We provide equitable opportunities for everyone.
- We enable and encourage career progression for our people.
- We value different perspectives and foster a sense of belonging for all.



The Opportunity

In describing Aecon using the EPC acronym (Engineering, Procurement, and Construction), Aecon has long been known for its construction capabilities, delivering complicated and first-of-a-kind projects – including the Western Hemisphere's first nuclear SMRs – across the Power, Civil, Nuclear, Transportation/Rail, and Utilities sectors. However, the company now sees a massive opportunity to further expand its Engineering capabilities, recognizing that its industry-leading construction experience makes Aecon uniquely well-suited to provide turnkey EPC solutions to clients across the full lifecycle of a project. Aecon's acquisition of U.S.-based United Engineers & Constructors, a successful nuclear and conventional power contractor, represents a key step in expanding the company's engineering footprint. With Aecon's proven ability to construct on time and on budget, expanding the Aecon Engineering footprint will be a natural extension of the company's core strength in successful project delivery.

While Aecon is already seen as a great constructor and as the premier EPC firm in Canada, building its reputation for Engineering delivery requires dynamic and entrepreneurial leadership to evangelize the company's capabilities and unlock growth. To lead this effort, the company seeks its first Senior Vice President, Engineering (SVP). Reporting directly to the Chief Operating Officer, the SVP is a high-profile, foundational leadership role in the company and will be responsible for driving significant growth across the Aecon Engineering organization globally by growing the team, expanding its capabilities, and winning business from new and existing customers. The vision is to build Aecon Engineering into a robust, multidisciplinary engineering organization equipped to provide engineering services and technical support to internal Aecon projects and to external customers across all the industry sectors that Aecon serves.

Key goals of the SVP of Engineering include:

- **Lead Engineering Growth and Market Strategy:** Define and execute Aecon's long-term engineering vision, positioning the company for growth through innovation, expanded capabilities, and strategic partnerships.
- **Drive Enterprise-Level Technical Excellence:** Set and uphold world-class engineering standards, integrating design, construction, and operations to enhance delivery performance and client value.
- **Build Future Capability and Industry Leadership:** Develop next-generation technical talent, rapidly growing the engineering organization while fostering collaboration across business units, and representing Aecon as a trusted industry leader in sustainable, design-led infrastructure.

Specific Accountabilities and Responsibilities of the SVP include:

Commercial Growth:



- Oversees the overall strategy, P&L and business/ growth plan for Aecon Engineering.
- Develops new business in existing and emerging markets and geographies for Aecon Engineering in line with Aecon's growth strategy.
- Identifies strategic opportunities across Aecon to partner with Construction and other teams in pursuing work, bidding, and shaping contract models with new and existing customers.
- Manages critical risks in bidding and execution.
- Establishes strategic partnerships to support the team's growth and execution targets. Influences government agencies and other key stakeholders to secure positive outcomes for Aecon.
- Collaborates with executives across all of Aecon to maximize multi-disciplinary project opportunities for both Engineering and Construction.

Driving Execution:

- Leads the engineering team in delivering outstanding results across its project portfolio, ensuring satisfied clients and work product delivered on time and on budget.
- Identifies the areas Aecon Engineering can add the most value for customers, by solving the most complex and critical engineering and commercial problems across a given industry sector.
- Ensures project leaders are appropriately focused on staffing, performance monitoring, and client management.
- Delivers strong safety performance across the engineering organization.
- Effectively navigates macro-economic pressures such as supply chain issues, insurability challenges, financial or inflationary pressures, and geopolitical challenges as required.

Maximizing Support Functions:

- Supports the implementation of Aecon processes locally (i.e. Continuous Improvement and Project Controls).
- Ensures leaders and human resources partners are working together to manage effective workforce planning across all projects.
- Responsible for hiring, developing, and retaining the strongest talent within the industry, with a focus on maintaining high employee engagement.
- Works closely with finance and operational management teams to accurately forecast, manage cash flow and working capital, and monitor critical financial metrics.



THE IDEAL CANDIDATE

With the ambitious goal of growing a new Engineering business within Aecon, the ideal candidate will be a transformational engineering business leader, highly entrepreneurial and with the credibility to lead a large engineering organization and the strategic vision and execution capability to evangelize and grow a business. They will be energized by the prospect of building out a new strategic services capability within a company that already has a terrific reputation for constructing the very projects the engineering group will be designing. With a robust customer base and project pipeline, a strong and growing team of engineers, and an enormous market of potential projects and customers to pursue, Aecon Engineering is well-positioned for significant expansion.

Specific competencies include:





- **Strategic Influence:** Demonstrates the ability to shape long-term strategy while influencing decisions at the executive level.
- **Commercial and Market Acumen:** With a track record of demonstrated growth and scaling an engineering business, the SVP understands the intersection of technical excellence and business growth. Easily translates engineering strength into commercial opportunity, guiding investment in new markets, delivery models, and digital engineering capabilities.
- **Execution Mindset:** Ensures project leaders are appropriately focused on staffing, performance monitoring, and negotiations with clients. Explores relevant, innovative construction methods to maximize execution performance.
- **People Leadership:** Leads through vision, influence and empowerment. Builds alignment across diverse functions and senior teams, inspiring innovation, accountability, and performance excellence that reflect Aecon's values and strategic ambitions.
- **Multidisciplinary Engineering Background:** Brings experience leading multidisciplinary engineering teams across one of the core sectors Aecon serves – Power, Industrial, Civil, Nuclear, and/or Transportation/Rail.
- **Track Record of Growth:** Brings 20+ years of engineering leadership and industry experience, with a demonstrated track record of driving growth in a business by winning new projects, expanding existing customer relationships, and leading and scaling engineering teams. Special consideration to executives with experience integrating/acquiring businesses.
- **Credentials:** Bachelor's degree in engineering required, with a preference for Professional Engineer accreditation.





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