

## Director – Toronto, Canada

At Rendel, we provide client-focused engineering solutions on major engineering construction projects worldwide in the infrastructure, energy, and industry sectors. As an international multidisciplinary design consultancy headquartered in London (UK), with offices in Birmingham (UK), Bristol (UK), and Sydney (Australia), we bring a wealth of experience dating back to 1838. Today we are proud to be part of the Ingerop Group.

### *Our Culture*

Our core values of Technical Excellence, Independence, Integrity, Respect, and Versatility underpin our interactions with colleagues and clients and how we impact the environment around us. The collaborative and inclusive culture that we foster provides growth opportunities for our team.

Through internal committees and recognition programmes, we actively engage our teams in the pursuit of our goals in health and safety, environmental sustainability, knowledge sharing, innovation, and diversity.

<b>JOB TITLE</b>	Director
<b>LOCATION</b>	Toronto (a willingness to travel is required)
<b>SALARY</b>	A competitive salary and benefits package
<b>JOB DESCRIPTION</b>	
<b>OVERVIEW</b>	
<p>Rendel is establishing a subsidiary business in Canada and opening a new office in Toronto to undertake engineering design on major infrastructure projects. This is an exciting opportunity to establish and lead this new Rendel business. The position will involve taking a leading technical role as part of the delivery team as well as having overall leadership and management responsibility for the subsidiary. The Company is seeking to provide support to infrastructure and non-infrastructure projects covering transport systems (roads, bridges &amp; tunnels), airports, ports &amp; maritime, rail systems, buildings and power.</p>	
<b>DUTIES AND RESPONSIBILITIES</b>	
<p><i>Groupwide</i></p> <ul style="list-style-type: none"> <li>▪ Represent the Company at industry and Group Company events.</li> <li>▪ Understand strategic business imperatives and take action to achieve them.</li> <li>▪ Actively participate in Company strategy meetings and budgets as required.</li> <li>▪ Live the company values.</li> <li>▪ Understand the Company business plan and your contribution to this.</li> <li>▪ Implement and adhere to Company procedures in the management, delivery and administration of Services.</li> <li>▪ Report to the Operational Board.</li> <li>▪ Work within the remit of the Scheme of Delegation.</li> <li>▪ Take an active role in the Company's Graduate Development programme and provide support to colleagues to become Professional Engineers.</li> <li>▪ Contribute to organisational change and define and assist in communicating change within the business.</li> <li>▪ Contribute to the success of the Company's Integrated Management System (IMS), which includes Quality, Health &amp; Safety and Environmental aspects by understanding their importance to our projects and the business. Operate within the IMS to ensure that your work and our projects are delivered to the best quality and so that we continually learn and improve.</li> <li>▪ Embrace and contribute to the Health and Safety culture of the Company. Actively observe and maintain Health and Safety Policies across all activities and share good practice.</li> <li>▪ Be aware of, and engage with, the Environmental objectives of the Group and consider sustainability across your individual, project and Company activities.</li> </ul>	

- Undertake other reasonable duties as requested by your assignment or line manager.

#### *Rendel Canada*

- Provide leadership and direction for the development of Rendel's business.
- Undertake statutory director duties and responsibilities (if required).
- With the relevant Director, establish strategy, budgets and targets.
- Responsibility and budget holder for business development, proposals, tenders and work winning.
- Source and develop business opportunities, producing tenders, securing business and developing client relationships in Canada and overseas. Work with the Business Development team to promote the Rendel brand and identity.
- Organise and manage technical staff, acting as a line manager supporting recruitment, training, CPD and implementation of 'Best Practice' and procedures.
- Lead recruitment of technical staff and assist and support a high level of technical capability to ensure appropriate resources are available for the successful delivery of assignments in Canada and overseas, to maximise fee income and resource utilisation.
- Promote cross functional working linked to assignments and discipline activities.

#### *Projects/Assignments*

- Act as Assignment Director to ensure management of projects to programme and budget. Monitor assignment performance, budgets and resources.
- Undertake and lead assignments in Canada and overseas, as required.
- Provide technical leadership in design projects from inception to handover. Liaise with clients about technical solutions to stakeholders (including technical and non-technical clients), including the production of feasibility studies.
- Ensure successful delivery of projects by working collaboratively within a multi-disciplinary environment.
- Adopt procedures for standardisation of work products and deliverables, and peer review to ensure consistency and excellence in service delivery of the Company's technical work product.

## **PERSON SPECIFICATION**

### **KEY EXPERIENCE AND QUALIFICATIONS**

- Professional Engineer (P.Eng), licensed by Professional Engineers Ontario (PEO). Substantial experience with civil engineering projects of various scale and design stages.
- Considerable practical experience of managing major projects, assessments and discipline based business including exposure to solving a range of operational and strategic business problems, including budget management.
- Previous experience working and operating at a senior level; communicating and presenting to Board Level and exposure to solving a range of operational and strategic business problems, and budget management.
- Substantial experience as Assignment Director/Manager and Designer level, with a proven ability and record of managing risk, delivering assignments to programme and budget and developing and maintaining relationships with key clients.
- A good understanding of project management principles, methodologies, contract law (e.g. FIDIC, NEC) and programme management.
- A thorough understanding of the construction process and parties involved including principals of project and programme management.
- Strong knowledge of Eurocodes and other national and international industry standards, contracts, methodologies and procedures.
- Experience of working and operating at a senior level and communicating and presenting to the client
- Experience predominantly in medium to large scale, high profile infrastructure projects, for a range of Irish and international clients in various construction market sectors.
- Ability to build, maintain and develop relationships with key clients.
- People management experience e.g. general employee welfare, carrying out appraisals, training and development, involvement in resourcing and recruitment activities.
- Ability to identify appropriate opportunities and prioritise efforts in securing these to achieve targets.

## COMPETENCIES

- **Technical:** Technical expertise in field. Able to proactively encourage team to keep relevant on technical developments and the broader industry and enhance own professional persona in the industry.
- **Communication:** Strong interpersonal skills; ability to communicate, listen and influence all levels of people effectively. Excellent reporting / writing and strong presentation skills. Able to judge audience and communicate technically complex matters to all stakeholders.
- **Critical Thinking:** Ability to think and act operationally and strategically, understands the bigger picture and commerciality of a situation for the project and Company. Seeks to make the most of opportunities.
- **Team:** Able to lead, contribute to and collaborate with multi-disciplinary teams in a matrix environment. Able to employ the wider team and encourages a culture of cross skill/function collaboration.
- **Leadership:** Acts as a role model and standard setter. Able to proactively coach, mentor and enable others to develop individual skills and broaden the capabilities and competencies within the company.
- **Project Management:** Driven to deliver success with a proven ability to plan long term and manage large/complex budgets, projects and programmes of work to agreed targets. Able to communicate a clear direction and individual roles and understands the importance of learning from successes and failures.
- **Business Acumen:** Able to articulate the business strategy and how individuals contribute to delivering it in a meaningful way. Seeks opportunities across the business, not just in their area of expertise.

## PERSONAL STYLE AND BEHAVIOUR

- Self-motivated and committed, with a high degree of integrity.
- A team player who seeks to positively contribute to the working group with a collaborative attitude.
- Convincing in terms of a capacity to translate objectives into effective practical steps.
- Able to perform effectively within changing environments; demonstrates willingness and flexibility of availability to meet business needs.
- Demonstrates a strong need to achieve, setting high standards for self and others. Committed to the value of own role, takes initiative, and focuses on improving personal and business performance.