



Senior Construction Capital Projects Director Full-Time

All Regions

Friday November 14, 2025

\$41 - \$60/ hour (\$125,000.00-\$150,000)

Company: K'awat'si Consulting and Management Services (KCMS)

Industry: Management/ Administration

How to apply:

<https://ca.indeed.com/job/senior-construction-capital-projects-director-relocate-port-hardy-bc-13b099888cb86497>

Expiry Date:

Friday, November 28, 2025

Details:

Company Overview: K'awat'si Consulting & Management Services (KCMS) is a division of the K'awat'si Economic Development Corporation, owned by the Gwa'sala-'Nakwaxda'xw Nations in Port Hardy, BC. KCMS provides professional consulting and management support in areas such as marketing, finance, HR, project management, and IT. Their work blends traditional Indigenous knowledge with modern business practices to help strengthen local businesses, support community development, and promote sustainable economic growth.

Summary: K'awat'si Consulting Management Services (KCMS) is looking for a Senior Capital Projects Director in Port Hardy, BC. As the Owner's Representative for major capital projects, you will act as an agent for project owners (the organization) in delivering complex built-asset programs. You will lead projects from feasibility and funding applications through procurement and project close-out, ensuring that scope, schedule, cost, and quality objectives are achieved. You will manage risks effectively and ensure that the asset is delivered in alignment with operational requirements and strategic goals. You will be responsible for project reporting to the owners and for working closely with project execution teams to ensure on-time and on-budget delivery. Your expertise in engaging and collaborating with consultant teams will be a key driver of success in this role. This position is not remote and requires relocation to Port Hardy. Port Hardy is a small coastal community located at the northern tip of Vancouver Island, in British Columbia, Canada. It's known as the "Gateway to the North Island" because it serves as a hub for exploring the island's remote wilderness, marine life, and Indigenous culture.

Key Responsibilities:

- Establish and maintain project governance, delivery frameworks, and stage-gate methodologies (feasibility → design → procurement → construction → commissioning → handover).
- Develop and maintain the master budget and schedule (in CAD, metric units); monitor performance through regular forecasting and variance reporting.
- Serve as the owner's single point of accountability: review and challenge designs, approve procurement strategies, oversee contract negotiations and awards, and manage contract administration on behalf of the owner.
- Interface with architects, engineers, general contractors, internal stakeholders, and external authorities (including regulatory agencies, permitting bodies, First Nations governments, and provincial/federal governments).
- Lead risk management activities: maintain a risk register, identify and track major risks (e.g., regulatory permitting, funding changes, inflation), and develop mitigation plans.
- Monitor construction progress: review and approve payment applications, change orders, and claims; validate cost back-up; ensure alignment with budget and the owner's

interests. • Implement quality assurance and commissioning processes; ensure completion of as-built documentation, warranties, operations and maintenance handover, and asset lifecycle considerations. • Lead stakeholder engagement: provide executive-level updates to the board/council, prepare capital project reports, and highlight KPIs (e.g., cost per m², schedule adherence, change-order %, sustainability metrics, Indigenous employment/contracting %). • Manage sustainability, supplier diversity, and Indigenous involvement mandates by embedding related design and procurement criteria. • Ensure compliance with healthcare facility standards (if applicable), building codes, safety regulations, environmental requirements, and the owner's internal standards. • Mentor and lead a team of project managers, cost/schedule controllers, and administrative staff; build internal capacity to enhance capital delivery maturity. Preferred Attributes: • Experience in Canadian healthcare infrastructure and Indigenous-government capital partnerships. • Skilled at operating in ambiguity and shaping governance frameworks rather than solely focusing on execution. • Ability to lead through influence within multi-stakeholder, consultant-driven environments. • Proven track record of embedding sustainability, resilience, and whole-life cost thinking into capital project delivery. Benefits: • Casual dress • Company events • Dental care • Discounted or free food • Extended health care • On-site parking • Paid time off • Relocation assistance • Tuition reimbursement • Vision care • Wellness program What We Offer: • Career growth and development opportunities • 1 month of covered accommodation for individuals relocating from outside of Northern Vancouver Island • Company events and holiday parties • Benefits after 3 months of employment with the company. • Wellness incentives including a discounted gym membership and free counselling services.

Qualifications & Experience:

Qualifications: • Bachelor's degree in Engineering, Architecture, Construction Management, or an equivalent field; a Master's degree is an asset. • Experience acting as an Owner's Representative or in an equivalent agency/owner's advisor role. • Minimum 10 years of capital project delivery experience (preferably with a ≥ CAD \$10 million portfolio) in commercial, healthcare, infrastructure, or First Nations contexts. • Proven experience acting as an Owner's Representative or in an equivalent agency/owner's advisor role. Experience with Procore is an asset. • Strong financial acumen, including budget development and control, cash-flow management, cost forecasting, and change-order oversight. • Extensive experience

in contracts and procurement: RFP development, bid evaluation, contract negotiation, and claims/change management. • Familiarity with delivery models (Design-Bid-Build, Design-Build, Construction Management) under the Canadian Construction Documents Committee (CCDC) framework. • Demonstrated success in stakeholder management, including engagement with Indigenous governments, board/council reporting, and navigating complex governance structures. • Strong leadership, communication, negotiation, and problem-solving skills, with the ability to translate technical or contractual issues into executive-level decisions. • Professional certification (e.g., PMP, CCM, or equivalent) and membership in relevant professional associations are assets. • Proficiency in deploying and managing projects using Microsoft Project. • Flexibility to travel to project sites and to work occasional extended hours as required. • Key Metrics / Performance Indicators • Percentage of capital projects delivered on time (schedule variance $\leq +5\%$). • Percentage of projects delivered within budget (cost variance $\leq +3\%$). • Change-order ratio as a percentage of contract value (target 5%). • Indigenous contracting/spend percentage (for First Nations-partnered projects). • Procurement cycle time (days from RFP to award). • Handover completeness (as-built documentation, warranty registration, and O&M manuals delivered and accepted).
