



JOB POSTING

Director of Construction

Wind Energy Projects

Job location	<i>Head office — 1850 Panama, Brossard, QC With frequent travel to project sites</i>
Employment type	<i>Full-time — Permanent</i>
Start date	<i>As soon as possible</i>
Compensation	<i>Competitive salary based on experience</i>
Immediate supervisor	<i>VP, Operations</i>

ABOUT THE COMPANY

Eolectric is a pioneering company in Canada's wind energy industry. With roots in the sector dating back to 1994, Eolectric has distinguished itself in the development, financing, construction, and operation of renewable energy projects across North America.

The position is based at our Brossard office on Montreal's South Shore. The projects currently under development are in wind, solar, geothermal, and renewable natural gas (RNG), representing investments ranging from CAD 10 million to CAD 1 billion.

JOB SUMMARY

In the context of the company's growth, Eolectric is seeking a Director of Construction to provide strategic and operational leadership for all construction activities related to its wind and solar projects. More specifically, this includes the Astuwicuwon (94.4 MW) and Papoqji'ig (64.9 MW) projects, with construction scheduled to begin in early 2027 and conclude by the end of 2028. Based at head office, the successful candidate will travel frequently to both project sites in New Brunswick, with site presence expected to range between 50% to 80% during the construction period. The incumbent will also play a major role in finalizing BOP construction contracts and turbine supply agreements in particular.

The selected candidate will play a central and structuring role: not only will they be responsible for delivering projects on time, on budget, and in compliance with quality and safety standards, but they will also help build the foundations of Eolectric's construction function for the years ahead. As the project portfolio grows, this role is expected to increase in importance and scope—offering a concrete opportunity to grow with the company.

Construction management covers the entire execution phase—from pre-construction planning through commercial operation—to ensure that projects are delivered on schedule, within budget, and according to established quality standards. The incumbent bridges design and field reality, encompassing the coordination of complex logistics, contractor management, safety compliance, and communication with stakeholders.

KEY RESPONSIBILITIES

Strategic and organizational leadership

- Define and deploy the vision, strategy, and objectives of the construction function across the organization;
- Establish and continuously improve standards, policies, processes, and governance frameworks for construction management;
- Act as a strategic partner to senior management for project planning, portfolio decisions, and growth directions;

Project portfolio management

- Provide executive oversight of all active construction projects in Canada;
- Manage the overall financial health of the portfolio: forecasts, budgets, margins, variances, and performance indicators (KPIs);
- Lead portfolio-level risk management and ensure that proactive mitigation strategies are in place;
- Oversee project close-out processes and handover to operations teams (as-built records, warranties, lessons learned);

Team management and talent development

- Define the construction strategy and structure external—and eventually internal—construction management teams composed of project managers, site supervisors, and various subcontractors acting as the owner's representatives;
- Create a high-performance culture focused on accountability, collaboration, and continuous improvement;

Contractual and commercial management

- Oversee procurement strategy (EPC, EPCM, lump sum, time and materials, TSA-O&M) and provide executive guidance on tendering processes;
- Exercise executive oversight over the negotiation of major contracts, change orders, and claims;
- Develop and maintain strategic relationships with general contractors, subcontractors, suppliers, and key partners;
- Support development teams during upstream project estimation and structuring phases;

Quality, safety, environment, and compliance

- Ensure the rigorous application of health, safety, and environment (HSE) standards across all project sites;
- Oversee quality assurance and quality control programs across the organization;
- Ensure compliance with all regulatory, environmental, permitting, and authorization requirements;
- Promote a zero-injury culture and champion safety at the executive level;

IDEAL PROFILE

- University degree in civil engineering, construction engineering, mechanical engineering, electrical engineering, or a related field (a master's degree or MBA is a significant asset);
- Minimum of 10 years of experience in construction management for major infrastructure projects, including at least 2 years in a senior leadership role or multi-project oversight position;
- Proven experience in the construction of wind farms valued at over CAD 100 million (solar experience is an asset);
- Strong understanding of construction contract structures and major component supply agreements, with solid command of complex claims and change order management;
- Expertise in budgeting, forecasting, margin analysis, and multi-project portfolio management;
- Recognized leadership with demonstrated ability to lead multidisciplinary teams across multiple locations;
- Proficiency with project management tools (MS Project, Primavera P6) and the Microsoft Office suite;
- Bilingual in French and English (spoken and written);
- Availability to travel regularly to project sites across Canada and North America;
- Valid driver's licence, acceptable driving record, and appropriate personal insurance coverage.

Assets

- ▶ PMP certification or equivalent;
- ▶ Experience with wind projects in northern environments or harsh climatic conditions;
- ▶ Knowledge of grid interconnection requirements (e.g., NB Power, Hydro-Québec, IESO, AESO);
- ▶ Proficiency in a third language (Spanish, an Indigenous language, or another language);
- ▶ Experience with SCADA systems and wind turbine technologies from major manufacturers (Enercon, Vestas, Siemens Gamesa, GE, Nordex).

WHAT WE OFFER

- ▶ Competitive total compensation including base salary and annual performance bonus;
- ▶ A stimulating, well-connected work environment located near downtown Montreal and the Dix30 district, a 5-minute walk from Panama REM station.
- ▶ Group insurance.
- ▶ Flexible schedules based on a 40-hour work week;
- ▶ A unique opportunity to actively contribute to Canada's energy transition.

HOW TO APPLY

To submit your application, please send your résumé and a cover letter to the following address:

info@eolectric.com

Please indicate the job title in the subject line of your email.

We thank all applicants for their interest. Only those selected for an interview will be contacted.