

Director of Engineering
Saskatoon, SK

We are looking for a Director of Engineer to join our growing team. The Director of Engineering oversees the provision of engineering services including governance, team leadership, and quality control. Reporting to the General Manager, the Director of Engineering ensures successful engineering project delivery, provides continuous improvement of processes and procedures, and develops the knowledge, skills, and abilities of the engineering, project management, and drafting teams while fostering an environment that values communication and understanding.

Key Responsibilities:

- Ensure the work of the engineering department aligns with best practices, quality standards, and company requirements
- Develop, implement, and govern project management processes, dashboards, templates, policies, and metrics
- Monitor engineering department compliance with policies, procedures, and standards
- Manage department staffing requirements in line with company objectives
- Coach and mentor engineering, project management, and drafting teams
- Set annual performance targets for direct reports and conduct performance reviews
- Provide guidance to strengthen knowledge of project management best practices within both the department and the company
- Provide the management team with the knowledge and information needed to assess and decide which projects have the highest potential value, impact, and strategic alignment
- Work with management team to define project priorities, implementation opportunities, challenges, and communicate project risks and opportunities
- Increase the visibility of the company and its services offerings

Required Qualifications:**Education**

- A bachelor's degree in engineering
- Registered or eligible for registration with APEGS as a Professional Engineer
- PMP certification

Experience

- 5 to 10 years of experience in project management at a high level
- Proven success in a people management role

Knowledge/Skills/Abilities

- Excellent communication, collaboration, and delegation skills
- Ability to motivate and lead employees and hold them accountable
- Strong skills in budget development and oversight
- Proficiency in PSA or ERP systems

Competencies:

- Leadership: Organizing and influencing people to believe in a vision while creating a sense of purpose and direction
- Planning and Organizing: Establishing courses of action to ensure that work is completed effectively
- Decision Making: Analyzing all aspects of a situation to make consistently sound and timely decisions
- Project Management: Identifying and overseeing all resources, tasks, systems, and people to obtain results
- Personal Accountability: Being answerable for personal actions

- Goal Orientation: Setting, pursuing, and attaining goals regardless of obstacles or circumstances
- Employee Development and Coaching: Facilitating, supporting, and contributing to the professional growth of others

About Us:

Kova Engineering Saskatchewan is a diverse and unique engineering and consulting company with over 25 years in the crane and lift equipment industry. We improve customer safety by providing outstanding engineering and inspection services. The key to our success is our employees who are hardworking, professional, and value the safety of their co-workers and our customers. For more information about us, please visit www.kova.ca.

Our values:

- Safety: we are committed to a diverse and inclusive culture to ensure the safety of our employees and customers
- Integrity: we are uncompromising in our honesty and integrity in everything we do
- Collaboration: we meet and exceed customer expectations through teamwork and collaboration
- Excellence: we achieve excellence by continuously improving all aspects of our business

We offer:

- A competitive wage
- Health and dental benefits
- Life, critical illness, and disability insurance
- Group retirement plan
- Employee assistance program
- Paid training

How to apply:

Apply with your resume and cover letter on our website at <https://kova.ca/careers/>.