

By living our common K+S values across all our locations in the world: We are optimistic about our future, collaborative in building it, and with our entrepreneurial spirit, we aim to dig deeper and reach higher. We remain agile in an ever-changing world. We are innovative, turning obstacles into opportunities – and we do it all in ways that are safe and sustainable, protecting future generations.

We are committed to being a company where every employee can contribute, grow and thrive, and where we reflect the diverse communities in which we live and work. We are working toward a truly inclusive environment, because we know that the amazing array of differences in our backgrounds, competencies, experiences, race, gender, age, beliefs, sexual orientation, identity and their intersections is key to the longevity, sustainability and growth of our organization.

In a career with K+S Potash Canada (KSPC), you can look forward to:

#### Good People and Great Culture

Be part of a team committed to building an innovative and diverse culture. KSPC is growing our business, delivering exciting new opportunities, and giving back to the communities where we live and work.

#### Challenge and Growth

We support your growth and potential through professional development, training, and a robust performance recognition program.

#### Valuable Compensation

Our total target compensation is competitive and benchmarked to the market. We have a Pay-for-Performance philosophy that includes two components: fixed (base) pay, and a short-term incentive (bonus) that rewards employees for their contributions towards corporate, team and individual successes.

#### Supporting Benefits

Our comprehensive, employer-paid benefits program includes Life, Disability, Health and Dental, as well as competitive Retirement benefits, Employee and Family Assistance Program, paid work time to help out in your community (volunteer with a sports team or a charitable organization of your choice) and more! We offer a Health Spending Account for extras, like more expensive glasses, or a Wellness Account that covers recreational items, like your park camping fees, hunting or fishing license, and your gym membership.

**Job Description:** Reporting to the President, the Director of Projects is accountable for ensuring KSPC's technical projects are properly planned and executed as a whole, or program. This means ensuring there are effective and efficient processes and systems in place, as well that the department as a whole has well-developed team members that are capable and confident in their roles and have a high degree of trust in each other. This role is also responsible to ensure projects to operations interfaces are working well and that the operational input is effectively finding its way into projects at the right time with the right effect. The leader is responsible to ensure the project portfolio is well managed and aligning to KSPC's business strategy and needs through the standardized management operating system of the department. Additional responsibilities include, but are not limited to:

**Safety and environmental stewardship**

- Ensure that KSPC's HSSE program is well adopted in all KSPC projects and that there is a strong collaborative effort to keep our employees and contractors safe. Ensures that safety is top of mind for our project team members as they design, plan, and execute projects

**Collaboration**

- Collaborate with the leadership team and ensure that they are actively engaged in managing our business and ensuring that projects are well integrated into our team's focus. Be a part of our overall business strategy development and implementation per KSPC's senior management Management Operating System

**Continuous improvement**

- Ensure there are strong, effective, continually improving and consistently applied project processes and systems. Implement and ensure consistent, clear, understood, and effective processes and systems being used across all KSPC projects to drive standardization, continuous improvement, employee development and knowledge growth within the team and for project owners and sponsors to work within

**Team development**

- Lead and develop the team, fostering a development culture by unlocking their full potential with a focus on building knowledge and skills in projects and program management to competently lead our projects to success. Ensure that succession planning is in place for key roles, development plans are actively managed and there is a keen focus to develop a world class team

**Innovation**

- Promote innovations in engineering and construction technology as well as project methods to ensure there is an active effort to drive innovation and improvements in our project designs and execution

**Successful project execution**

- Deliver successful projects by actively participating in governance and mentoring for project teams leading key projects at KSPC. Ensure that, in particular, these higher stakes projects are delivered on time, on budget and per the customer's requirements

**Qualifications:** Our company values and recognizes the diversity of the workforce and encourages individuals with the equivalent combination of education and work experience. The ideal candidate will have:

- Involvement in large scale, \$100M+ capital project and \$100-200M+ program management projects
- A minimum of 15 years experience in project engineering, planning, project management and scheduling, document control, construction, commissioning, and operational interfacing
- Advanced knowledge and proven experience in related fields of procurement, project controlling, operations readiness, quality assurance, health and safety, contractor management, portfolio management, meeting management, financial knowledge
- Experience leading large, multi-disciplinary teams of professionals and contractors

- Work effectively with internal/external clients and stakeholders to ensure needs are met and identifying/mitigating risks throughout the project lifecycle
- Continuously develop strategies to meet forecasted future demands and identify new opportunities for growth
- Strong understanding of project management methodologies (stage gate)
- Excellent communication, negotiation, reporting and presentation skills
- Proven ability to analytically solve problems with a creative approach
- Established leadership abilities, including influencing the decision-making of internal and external stakeholders, and coaching, mentoring, and developing the team
- Education in engineering or construction management
- PMP designation (*preferred*)

The preferred location of this position is Bethune (Regina/Moose Jaw) however, this position could work out of our Saskatoon location. Relocation assistance to be provided for the successful candidate.

Employment is subject to successfully completing KSPC's pre-employment checks which may include criminal record check, education verification, functional fitness evaluation and drug and alcohol testing.