Senior Project Manager

Location: Barriere, BC (HQ) or Kamloops, BC

THE ROLE

Simpcw Resources Group is seeking a Senior Project Manager to lead the successful delivery of multiple major projects from initiation through to final completion. Reporting directly to the Chief Operating Officer, this newly created role will work with senior leaders to establish project governance, secure appropriate resources, and implement effective project management systems.

This position is responsible for maximizing project outcomes in accordance with critical success factors. This new role has been established to support multiple active opportunities that will help shape the future of our organization. The position may be based in the Barriere or Kamloops, BC office, with preference given to Barriere, where head office is located. Regular travel to company worksites and operating locations is required.

RESPONSIBILITIES

- Ensure all aspects of project delivery adhere with company project management governance framework including standards and best practices.
- Contribute to the development and refinement of company policy and procedure.
- Collaborate with the senior leadership team to define project scope, establish objectives and forecast resourcing requirements.
- Lead multiple concurrent projects with varying levels of complexity.
- Collaborate with management team to optimize resource utilization and efficiency.
- Develop and maintain comprehensive project plans to manage scope, schedule, budget, and risk.
- Promote a positive safety culture and support the HSE lead through implementation of effective safety programs.
- Carefully monitor the contracted scope of work and identify scope changes.
- Support cost estimating efforts, establish control budgets, and maintain accurate cash flow forecasts to achieve profitability goals.
- Implement an organized and structured team leadership approach to foster a high-performance culture, contribute towards staff development, and uphold professional accountability.
- Develop strong working relationships with industry partners and clients.
- Analyze and evaluate economic feasibility of project opportunities.
- Monitor project performance metrics and proactively implement strategies to mitigate risks and realize opportunities.

QUALIFICATIONS

- Bachelor's degree in Engineering, Construction Management or a closely related field.
- Demonstrated equivalent in a leadership role may be considered as acceptable alternative to education credential.
- Minimum 10 years experience in professional or supervisory role on major construction projects.
- Minimum 5 years experience in senior management role with overall accountability for team performance.
- Ability to manage multiple priority projects under high pressure and critical time constraints in an environment where priorities are constantly evolving and new challenges are emerging.
- Experience establishing collaborative relationships with industry stakeholders including clients, contractors and regulators.
- Ability to support detailed project execution while also providing high-level briefings tailored to a senior leadership audience.
- Experience leading multi-disciplinary teams through change and adversity.
- Advanced knowledge of construction procurement and contract administration.
- Experience with construction cost estimating, project scheduling, and risk management.

Phair Talent Partners Ltd. is conducting this search on behalf Simpcw Resources Group.
For a confidential conversation, contact Emily Phair, Managing Partner | emily@phairtalent.com

- Experience negotiating contracts and dispute resolution.
- Experience in mining, oil and gas, or major infrastructure construction is preferred.
- Professional Project Management certificate is considered an asset.
- Experience working with Indigenous communities is an asset.

WHAT'S IN IT FOR YOU?

- Competitive total compensation: The expected base salary range for this position is $150,000 - $175,000 per year.
- Supportive, team-first culture: Join a positive, collaborative team where your contributions are valued and your voice is heard.
- Comprehensive benefits: Extended Health & Dental coverage to support your well-being.
- Retirement savings support: Employer-matched Registered Pension Plan (RPP) program to help you plan for the future.
- Vacation: Competitive vacation entitlement, including three (3) weeks of annual vacation for eligible employees, in accordance with SRLLP policy.
- Personal Time Off (PTO): Life happens, and we want to support you both inside and outside of work. Employees in this position participate in our PTO program, allowing them to accrue paid time off for personal appointments, family responsibilities, and other everyday needs.
- Career growth & development: We invest in your future with on-the-job learning, formal training opportunities, and reimbursement for relevant tuition and professional memberships.
- A workplace where you belong: Be part of a positive, innovative, and inclusive environment where you can grow your career and make an impact.

ABOUT THE COMPANY

Located in the North Thompson Valley, Simpcw Resources Group ("SRG") is a fully owned Indigenous business dedicated to creating sustainable economic opportunities within the Simpcw'ulécw (Simpcw Territory). Guided by respect for the land, environment, and Simpcw culture, we deliver operational, construction, hospitality, and professional services across a range of industries. We are committed to fostering self-sufficiency, supporting long-term community growth, and balancing economic development with environmental stewardship. Our team of dedicated, talented, and innovative individuals is critical to our success as we continue to deliver unique and meaningful experiences within our community.

Rooted in Simpcw values, we are committed to responsible land stewardship, economic development, and creating opportunities that benefit future generations. Here, your work has purpose, impact, and connection to the North Thompson community.

The Company is committed to supporting employment opportunities for Simpcw First Nation members. Every effort will be made to notify and encourage applications from qualified Simpcw First Nation members prior to or concurrent with broader recruitment efforts.

Here, you can enjoy:

- Direct access to lakes, rivers, and backcountry wilderness
- Year-round recreation like hiking, fishing, snowmobiling, and skiing
- A welcoming, close-knit community with local events, markets, and traditions
- A more relaxed pace of life with space to breathe and room to grow

And when you need it, Kamloops is just 45 minutes away, offering expanded amenities, healthcare, and entertainment, giving you the best of both small-town living and city access.

ADDITIONAL INFORMATION

Certain client worksites may require pre-site-access drug and/or alcohol testing as a condition of access to the worksite. Where such testing is required, the Employer may schedule and coordinate the testing process, and you will be required to comply with all applicable site-access requirements before attending the worksite.

Preference may be given to qualified applicants of Indigenous ancestry, in accordance with applicable employment equity legislation.
Preference may also be given to candidates residing in the North Thompson Valley and surrounding communities.