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## THE COMPANY

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Litostroj Hydro Inc., a rapidly growing subsidiary fully owned by the Wikov Group, is a key player in the hydropower sector. Our approach is marked by a unique style focused on simplicity and efficiency. Strong relationships with various stakeholders are at the core of our projects, and we work with passion and authenticity to achieve our goals. In daily operations, Litostroj Hydro Inc. collaborates closely with a wide network of partners across Canada, the United States, and Europe.

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## ROLE SUMMARY

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Reporting to the Head of Field Service, the Site Manager is responsible for overseeing all site activities related to the refurbishment and installation of hydroelectric turbines, generators, auxiliary systems, and balance-of-plant equipment.

The role ensures the seamless execution of projects by coordinating site contractors, liaising with clients, and ensuring compliance with occupational health and safety (OHS) standards. The Site Manager develops and updates site schedules, sequences, and resource allocation plans to maintain uninterrupted project progress.

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## KEY RESPONSIBILITIES

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### SITE MANAGEMENT – 90%

#### Leadership & Management

- Act as the official representative of Litostroj Hydro to clients and local authorities, building relationships based on integrity, trust, and professionalism.
- Plan and prepare assigned work scope in detail.
- Collaborate with site representatives (QA, OHS, etc.) to ensure smooth operations.
- Interface with engineering and quality teams to clarify technical procedures, drawings, and field data requirements.
- Lead and promote a strong safety culture, ensuring compliance with safety, quality, and performance standards.
- Maintain and enhance the professional image and reputation of Litostroj Hydro.
- Identify opportunities for additional work within the scope of projects.
- Ensure timely preparation and submission of construction, installation, commissioning documentation, and handover packages.

#### Operational Oversight

- Direct foremen, craft labor crews, and subcontractors; oversee execution of tasks on-site.
- Conduct performance assessments for all site personnel, including contracted labor.
- Foster a respectful, safe, and productive work environment with high morale.
- Monitor compliance with company policies and procedures.
- Identify potential safety and quality risks and implement mitigation strategies.
- Ensure all fixtures, tools, and equipment are available and prepared in advance.

- Oversee quality control, inspections, and documentation of site work.
- Review daily operations and ensure best practices are followed by all personnel.
- Maintain up-to-date risk assessments and ensure they are understood by all site staff.
- Prepare, review, and monitor site schedules daily, weekly, and monthly.
- Coordinate subcontractor scheduling, onboarding, and training compliance.
- Support subcontractors with technical guidance and resolve on-site issues efficiently.
- Collaborate with site QA representatives to document and resolve issues, determining when engineering support is needed.
- Lead investigations for safety and quality incidents, implementing corrective actions.
- Review lessons learned and ensure continuous improvement across units.

#### OFFICE – 10%

- Participate in post-project lessons learned sessions.
- Assist office functions between projects, including site preparation, scheduling, instructions, and proposal support.
- Define tasks, tools, special equipment, and consumables required for upcoming projects.
- Support proposal development by estimating site work duration, scope, and identifying risks.
- Review drawings and project schedules to ensure accurate planning for subsequent projects.

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## QUALIFICATIONS

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- Minimum three years of experience as a Site Manager on medium-complexity construction projects. Demonstrable track record of successes, challenges, and lessons learned.
- Experience with hydroelectric turbine and generator projects (new installations or refurbishments).
- Training in confined space, work at height, and lockout/tagout procedures. First aid training is an asset.
- Strong IT skills (MS Excel, MS Project, PDF creation/modification, MS Word, Outlook, Teams).
- Knowledge of AutoCAD and SolidWorks is a plus.
- Understanding of construction claims, WBS cost coding for delays, and NCRs is an asset.
- Familiarity with project scheduling tools (Microsoft Project, P6 Primavera) is an asset.
- Ability and willingness to support projects across Canada and the United States.
- Bilingual (French/English): Excellent spoken and written English is essential. The role involves regular communication with clients and partners in other Canadian provinces, the United States, and Europe.

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## WORK CONDITIONS

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- Work schedules may vary and can reach up to 84 hours per week, depending on project needs.

- The typical rotation is 2 weeks on / 2 weeks off, with workdays ranging from 6 to 10 hours.
- The successful candidate may be based in either the United States or Canada.