

JOB DESCRIPTION

COMPANY	Litostroj Hydro	DEPARTMENT	Project Management
NAME OF THE POSITION	Director, Project Management		
REPORTING TO	President and CEO		
RESPONSIBLE FOR	Project Managers (5) Contracts Manager Project Coordinator		

NATURE OF THE ORGANIZATION	<p>Litostroj Hydro Inc., a fast-growing subsidiary wholly owned by Wikov Group, is a key player in the hydroelectric industry. Our work is characterized by a unique approach focused on simplicity, efficiency, and collaboration.</p> <p>On a daily basis, Litostroj Hydro works closely with a wide range of partners, suppliers, and clients located across Canada, the United States, and Europe. Relationships with stakeholders are at the heart of our projects, and we work with passion, rigour, and authenticity to achieve our objectives.</p>
POSITION SUMMARY	<p>Reporting to President and CEO, the Director, Project Management is responsible for overseeing the company's project portfolio and leading the team of Project Managers. The incumbent ensures the rigorous execution of projects, including adherence to schedules, budgets, contractual commitments, and operational objectives.</p> <p>In a complex and multidisciplinary project environment, the Director plays a key role in aligning internal teams, managing priorities, resolving critical issues, and continuously improving project management practices. The incumbent also acts as a strategic partner to management, clients, suppliers, and other stakeholders to ensure overall project performance and customer satisfaction.</p>
RESPONSIBILITIES	<p>Project Management and Performance– 70%</p> <ul style="list-style-type: none"> • Oversee the full project portfolio and support Project Managers in the planning, execution, and follow-up of their mandates. • Monitor schedules, budgets, deliverables, risks, opportunities, and performance indicators. • Ensure that financial, operational, contractual, and commercial project objectives are met. • Participate in project reviews and contribute to strategic decisions related to project performance. • Support Project Managers in resolving complex issues related to costs, schedules, scope, resources, risks, or stakeholders. • Ensure rigorous control of project costs, progress, and performance.



- Identify deviations, recommend corrective actions, and follow up on action plans.
- Anticipate, assess, and mitigate risks while identifying commercial or operational opportunities that may contribute to project performance.
- Collaborate closely with engineering, procurement, quality, site, finance, and management teams to ensure coherent execution aligned with organizational priorities.
- Maintain effective communication with internal and external stakeholders, including clients, suppliers, partners, and subcontractors.
- Develop and maintain long-term relationships with clients and key partners.
- Promote best practices in project management, governance, communication, and continuous improvement.
- Implement, monitor, and improve project management tools, processes, and methods.
- Capture lessons learned and ensure their integration into the team's practices.

Team Management – 15%

- Lead, mobilize, and support the team of Project Managers.
- Establish team objectives, monitor performance, and support the professional development of team members.
- Foster a culture of collaboration, accountability, and continuous improvement.
- Develop team capabilities in a context of growth, transformation, and standardization of practices.
- Support the team through change adoption and the evolution of work methods.
- Ensure compliance with the company's internal policies, procedures, and standards.

Site and Field Execution – 15%

- Ensure effective coordination with site teams to support the execution of work.
- Oversee the availability, planning, and optimal use of human, material, and technical resources on project sites.
- Ensure compliance with applicable health, safety, and environmental standards.
- Support teams in resolving field issues that may affect schedules, costs, quality, or customer satisfaction.
- Ensure alignment between site needs, project schedules, procurement, engineering, and contractual requirements.
- Participate, when required, in follow-ups with clients, subcontractors, or partners related to site activities.



<p>COMPETENCIES AND SKILLS</p>	<ul style="list-style-type: none"> • Strong leadership skills and ability to positively influence teams and stakeholders. • Excellent project management, planning, prioritization, and decision-making skills. • Strong ability to manage priorities, risks, opportunities, and complex situations. • Demonstrated ability to develop talent and support a team in a context of growth and transformation. • Strong interpersonal, communication, negotiation, and conflict-resolution skills. • Good understanding of the financial, contractual, commercial, and operational aspects of project execution. • Analytical mindset, professional rigour, and results-oriented approach. • Ability to work under pressure in a dynamic and multidisciplinary environment. • Strong focus on continuous improvement, customer satisfaction, and organizational performance • 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.
<p>EDUCATION</p>	<ul style="list-style-type: none"> • Minimum of 10 years of experience in hydroelectric, industrial, energy, or related project management. • Bachelor’s degree in mechanical engineering, electrical engineering, management, or a relevant field. • PMP certification required. • Significant experience managing, leading, and developing teams. • Experience managing complex, multidisciplinary, or international projects. • Experience negotiating commercial contracts is considered an asset. • Experience in the hydroelectric sector is considered an asset.
<p>WORK CONDITIONS</p>	<ul style="list-style-type: none"> • Work location: Brossard, Quebec. • Hybrid work model according to the current policy, with 2 days per week in the office. • Permanent, full-time position. • 40-hour work week. • Travel requirement: approximately 15%.



	<ul style="list-style-type: none">• Compensation: base salary with the possibility of an annual bonus based on company and employee performance.• Benefits: group insurance, group RRSP with employer contribution, company-provided or reimbursed cellphone, and flexible working hours.
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