

CAREER OPPORTUNITY



POSITION TITLE	Branch Manager
STATUS	Full-time, Permanent, Safety-sensitive
LOCATION	Prince George, BC
REPORTS TO	Colin Adam, P. Eng, Vice President South Interior BC

The Opportunity:

McElhanney has an exciting opportunity for an inspirational leader of our Prince George branch. As Branch Manager you will work with senior staff to develop and achieve branch strategic objectives aligned with McElhanney's Corporate Strategic Plan. You will execute these strategic objectives and meet Key Performance Indicators across all 4 cornerstones of People & Communities, Clients & Partners, Processes & Technology, and, Financial. To accomplish this, you will be an excellent communicator, have unmatched drive for success, and be passionate about your role as a catalyst for excellence in the branch, in the region and in the company.

McElhanney's Prince George branch is one of McElhanney's most established and diverse branches with an excellent depth of technical talent, top tier long-term clients, and it is situated in an area of diverse economic growth.

What You'll Be Doing:

As a seasoned professional, the Branch Manager will work closely with the Regional Vice President and branch division managers to achieve operation excellence, collaboration and resource sharing across the region and company. The successful candidate can rely on a very capable and established operational and support teams in developing a strong, cohesive, branch culture that incorporates and prioritizes our shared commitments to safety, project management excellence, and client satisfaction. The incumbent empowers and develops their team and effectively contributes in the local community.

Who You Are; a High Achiever, a Developer, and a Leader

As a High Achiever, you have a constant need for progress; every day starts at zero and every day you must achieve something. Your internal fire pushes you to do more, accomplish more, and fuels your relentless pursuit of branch excellence in every area. You are the catalyst for your team and productivity matters to you.

- Lead branch operations including management of business development, workload, staffing, equipment, safety, quality, and financial outcomes
- Participate in technical and financial aspects of branch projects, participate in their execution as required.
- Develop branch budget and achieve financial KPI's and targets
- Achieve all other non-financial KPI's

As a Developer, you see the potential in your whole team. You view no individual as fully formed and believe everyone has a chance to be greater than they already are – alive with possibilities. You are drawn toward your



team for this very reason. When you interact with others, your goal is to help them experience success. You look for ways to challenge them and you devise interesting experiences that can stretch them and help your team grow. Along the way, you notice and are attune to team growth. A new skill, enhancing a current skill, or displaying a new behaviour – these are the incremental growth steps that you see, and they are clear signs of potential realized. Developing this team fulfills you.

- Supervise and mentor staff to assist with professional development and foster an engaged culture with strong technical capabilities
- Conduct performance management and facilitate the development of employee learning plans. Establish effective talent acquisition and retention plans
- Ensure the branch has the right people, in the right positions, doing the right things; aligned perfectly to fulfill our company purpose: **ACE: Amaze our clients, Care for our communities, Empower our people**

As a Leader, you help set the example for the branch in your work. You delegate and empower your very capable experts and inspire and motivate them to excel. Excellence, not average, is your measure. As the manager, you are a communicator and collaborator; you help people see the bigger picture and the unifying outcomes of a shared mindset.

- Prepare and lead execution of branch strategic plans and budgets
- Represent McElhanney to the external environment including clients, businesses, and professional associations to enhance McElhanney's positive public profile
- Nurture existing and develop new strategic relationships with key clients, agencies, and partners

What You'll Bring

- A professional accreditation in a field applicable to our Prince George business (e.g. engineering, biology, survey-etc.)
- 10+ years' experience in consulting or management
- Demonstrated success in business development and fostering long-term client relationships
- Strong understanding of one or more of our areas of practice in Prince George (engineering, survey, biology)
- Substantial project management experience with demonstrated ability to deliver projects on time and budget
- The ability to lead, develop, and motivate a team and work well in a team environment; prior supervisory or management experience is required
- Strong leadership and organizational skills

About McElhanney

Based in Western Canada for over 100 years, McElhanney offers innovative and practical engineering, surveying, mapping, planning, landscape architecture, and environmental services. As a 100% employee-owned and operated firm, with over 1,100 staff members in 33 locations, we are proud to offer qualified staff with shareholding options in our company. At McElhanney, we work in teams to build strong connections with our staff, clients, and local communities. Our employees enjoy working here because of our varied projects, high levels of autonomy, opportunities for career development, excellent total compensation and benefits package, and collaborating with a team of great professionals.



Our Purpose: Amaze our clients. Care for our communities. Empower our people.



If this is the opportunity for you, apply now or visit www.mcelhanney.com/careers to apply online. We thank all applicants for their interest; however, only shortlisted candidates will be contacted.



To learn more about employee experience at McElhanney, visit us on [Glassdoor](https://www.glassdoor.com)

Known as BC's northern capital, Prince George is a leader in business, healthcare, education, shopping and culture. Residents of Prince George enjoy lower costs of living which allow residents to enjoy a higher discretionary income. Recreation opportunities are second to none and range from golfing, skiing, fishing and hiking to any team sport you can think of. With over 1900 hours of sunny weather every year, 1600 rivers and lakes within an hour, and extensive hiking and biking trails, you will not find a better place for outdoor adventures!