

Operations Manager

Van-Isle Waterproofing

Victoria, BC | Full-Time

Salary: Approximately \$80,000, depending on experience

Van-Isle Waterproofing is looking for an experienced **Operations Manager** to lead day-to-day project execution, field coordination, scheduling, job costing, warehouse readiness, fleet coordination and operational systems.

This is a hands-on construction management role for someone who understands how to keep crews productive, projects organized and jobs on budget.

The ideal candidate has **5+ years of experience in construction trades**, with preference given to candidates from **waterproofing, roofing, remediation, restoration, industrial coatings or industrial painting**.

What You'll Do

You'll be responsible for making sure projects are properly planned, prepared and executed from handoff through closeout.

Key responsibilities include:

- Coordinate project schedules, crews, materials, equipment and site requirements
- Act as the main operational contact for active projects
- Work closely with site superintendents, project managers and field leadership
- Ensure crews are fully prepared before mobilizing to site
- Track labour, materials, overtime, mobilizations and job costs against estimate
- Identify project cost overruns early and take corrective action
- Manage warehouse organization, inventory and material readiness
- Coordinate vehicle and equipment maintenance
- Support field hiring, onboarding and performance management
- Develop and improve SOPs and operational processes
- Oversee safety systems and field compliance
- Support estimate and project-plan reviews
- Drive continuous improvement across field operations

What Success Looks Like

You'll help create an operation where:

- Crews arrive prepared and productive
- Projects stay on schedule and on budget

- Site issues are resolved quickly
- Materials, tools and vehicles are ready when needed
- Overtime, downtime, rework and unnecessary site trips are reduced
- Job costs are visible throughout the project
- Field teams have clear direction and accountability
- Customers and site contacts receive consistent communication

What We're Looking For

Required

- 5+ years of construction industry experience
- Experience managing projects, crews or field operations
- Strong understanding of construction scheduling and job costing
- Ability to read drawings, scopes and specifications
- Strong planning, organization and problem-solving skills
- Comfortable making decisions and holding people accountable
- Strong communication skills
- Solid computer skills
- Valid driver's licence

Preferred

Experience in:

- Waterproofing
- Roofing
- Building-envelope remediation
- Restoration
- Concrete remediation
- Industrial painting
- Industrial coatings
- Specialty construction trades

Experience with **Buildertrend** or similar construction management software is strongly preferred.

The Right Fit

We're looking for someone who is proactive, organized and commercially aware.

You should be comfortable moving between the office, warehouse and field, and confident working with crews, site superintendents and ownership.

You don't just identify problems—you assess the options, make decisions within your authority and move the job forward.

If you enjoy building systems, improving field performance and taking ownership of construction operations, this role offers the opportunity to make a meaningful impact in a growing specialty contractor.