

Project Manager, Specialty Construction

Van-Isle Waterproofing
Victoria, BC | Full-Time
Salary: \$95,000

We're Looking for a Builder, Not a Babysitter

Van-Isle Waterproofing is hiring an experienced **Project Manager, Specialty Construction** to take ownership of day-to-day construction operations.

This role is for someone who knows how to run work.

You understand crews, schedules, materials, equipment, site conditions, production targets and job costs. You know that profitable projects are won or lost in the details: preparation, labour control, material usage, communication and follow-through.

If your default response to a problem is to wait for someone else to solve it, this role is not for you.

If your instinct is to understand the issue, assess the options, make a decision and move the job forward, we should talk.

What You'll Own

You will be accountable for turning sold work into safe, efficient and profitable field execution.

That includes:

- Project scheduling and crew allocation
- Job readiness before mobilization
- Coordination with site superintendents and project managers
- Labour planning and productivity
- Material and equipment readiness
- Warehouse organization and inventory
- Fleet and equipment coordination
- Job-cost tracking
- Overtime control
- Reducing unnecessary mobilizations and return trips
- Reducing downtime and rework
- Project closeout
- Field performance management
- Safety systems
- SOP development and implementation

You will work closely with ownership and field leadership, but you are expected to **own your decisions and your results**.

You Must Understand the Numbers

This is not just a people-management role.

You need to understand what makes a construction project profitable.

You will track and manage:

- Estimated vs. actual labour hours
- Material usage and cost
- Overtime
- Mobilizations
- Equipment and rental costs
- Downtime
- Rework
- Cost to complete
- Gross margin

We want someone who can look at a project while it is underway and recognize when it is drifting off budget — then act before the problem becomes expensive.

Experience with **Buildertrend** or another construction project-management/job-costing platform is strongly preferred.

You Need Field Credibility

You do not need to know everything.

You do need enough construction experience to walk onto a site, understand what is happening and have a credible conversation with experienced tradespeople, site superintendents and project managers.

We are especially interested in candidates with experience in:

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

What We Expect

You should have:

- 5+ years of construction industry experience
- Experience managing crews, projects or field operations
- Strong scheduling and planning skills
- Strong understanding of job costing
- Ability to read drawings, scopes and specifications
- Good computer skills
- Strong communication skills
- Strong time-management skills
- A valid driver's licence
- The ability to make decisions without needing constant direction
- The confidence to hold people accountable

How You Operate

The right person for this role:

- Plans ahead
- Notices problems early
- Protects margin
- Values clean, organized work environments
- Respects company time and money
- Does not tolerate avoidable waste
- Holds crews to high standards
- Communicates clearly
- Documents important information
- Follows through
- Builds systems instead of relying on memory
- Takes responsibility when something goes wrong
- Learns quickly and improves continuously

What Will Make You Successful

After 12 months, we should see clear improvement in:

- Project profitability
- Labour efficiency
- Job preparation
- Warehouse organization
- Material control
- Fleet readiness
- Crew accountability
- Safety compliance
- Customer communication

- Job-cost visibility
- Overtime
- Rework
- Downtime
- Unnecessary site trips

Most importantly, operations should run through a strong system rather than constant firefighting.

This Role Is Not for Everyone

This is not a role for someone who wants to sit behind a desk and forward emails.

It is not a role for someone who avoids difficult conversations.

It is not a role for someone who sees cost control, organization or documentation as “office work.”

We are looking for someone who takes pride in running a tight operation and wants to have a measurable impact on the performance of a growing specialty construction company.

If that sounds like you, we'd like to hear from you.