



Vice President, BC North Operations

CIMS Limited Partnership is seeking a **tenacious, people leader** who is **passionate about delivering high quality services** to our customers in the heavy industrial sector for the role of **Vice President, BC North Operations**.

In the role of **VP, BC North Operations** at CIMS LP, you will be a key contributor towards CIMS success by overseeing all aspects of the day-to-day operations in your division by living the CIMS Core Values of **Our People, Our Promise, Our Passion**. Your focus will be on the delivery of safe, quality services to our customers in a profitable manner aligned with CIMS strategic objectives.

You will report to the Sr. VP of Western Operations and be accountable for:

- Strategic decision making related to resource management, out-of-scope resource budgeting, customer relations, business development and the regional business plan.
- Leading and promote a work environment where the safety and health of all employees, subcontractors, and individuals on CIMS sites is paramount.
- Engaging in performance and succession management within region for key positions & personnel.
- Implementing programs that encourage & support full engagement and professional development.
- Ensuring performance and profitability regional portfolio of projects and maximize regional EBITDA contribution.
- Supporting and developing operational excellence, innovation and continuous improvement initiatives.
- Build long-term customer relationship, ensure client satisfaction and identify new business opportunities within the region.

You are the ideal candidate for this role if you:

- Are a People Leader that can inspire & encourage members of your team to work together towards regional goals.
- Have executive level experience and have the potential to move into a senior role within the next few years.
- Are experienced working in multiple industries, such as pulp & paper, mining, oil & gas, etc. and have a background in project management, estimating and project controls.
- Have a track record for building relationships and working with complex, larger company customers.
- Are a driven & enthusiastic person who leads by example and takes a hands-on approach.
- Are flexible to travel 50%+ to our regional offices and client locations.

** The preferred candidate would be located in the Lower Mainland of British Columbia, as our head office is located in Port Coquitlam, BC. However, qualified candidates who live outside this area may still be considered but would be required to travel to Port Coquitlam 1 – 2 weeks per month. **

Your success in this role will be measured by:

- Your ability to lead by example and honour the CIMS Core Values: Our People. Our Promise. Our Passion.
- Your ability to meet & exceed EBITDA contribution budget.
- Improving safety TRIF and safety culture in your region.
- Identifying, initiating and nurture relationships with new customers and expanding business into new industrial sectors.
- Establishing annual performance measures and evaluating direct reports.

About CIMS LP:

CIMS LP is a 100% Canadian-owned and operated mechanical contractor serving locations across Canada. We provide services in the heavy industrial sector, including the largest plant shutdowns and complex industrial projects in the Oil & Gas, Mining & Industrial, Pulp & Paper, and Power Generation industries. We have a strong reputation for executing



projects on or ahead of schedule and providing critical 24-hour emergency response services. Our labour affiliations allow us to quickly mobilize highly skilled trades for emergency work, complex major capital or maintenance projects. We work closely with our project stakeholder throughout the project lifecycle to identify, implement, and enforce all aspects of work that impacts productivity which is critical to our customer's success.

What differentiates CIMS is *Our People*. Our reputation for the past 30+ years in the business have given us the ability to attract and retain high performing staff and field supervision who are committed to our CIMS Core Values and making positive impact every day. *Our Promise* is that every employee goes home injury free and that the job is done right the first time. *Our Passion* is providing our customers with peace of mind with our team's knowledge, experience, innovated thinking and integrity.

CIMS is an inclusive employer committed to a workplace that reflects the diversity of the communities we live and work in. Every day we work towards empowering and advocating for our employees by welcoming, respecting and valuing people for who they are as individuals. **We welcome and encourage applications from Indigenous Peoples, women, the LGBTQIA2+ community, mature workers, people with disabilities, and people from different colour /cultural backgrounds.**

CIMS LP is committed to ensuring that reasonable accommodation is made available to people with disabilities during the recruitment, assessment and selection processes. If there's something we can do to help make the recruitment process more accessible-friendly, let us know and we will do our best to accommodate.

If you want to be a part of our hard-working team and have the skills we are looking for, please submit your resume to RECRUITMENT@CIMSLTD.COM with the subject to include "VP BC North".

Only candidates who are most qualified for the position will be contacted.

