

## Director of Construction

Alabaster Construction Limited Partnership (Alabaster Construction) is a division of Alabaster Homes, a locally-owned and managed real estate development company that specializes in mid-size multifamily projects. Founded by partners with over 30 years of experience in the Metro Vancouver development industry, the company prides itself on its unique ability to collaborate with top designers, consultants, and financial partners. Over the past eight years, Alabaster has built a team of high-performers, all with a commitment to collaboration and teamwork in support of the company's overall goals and vision. With a current focus in Vancouver, Burnaby and Richmond, Alabaster has diverse portfolio of development projects in its pipeline, and ambitions plans for organic growth.

### The Role

To effectively deliver its upcoming construction projects, Alabaster seeks an experienced professional to join the team as Director of Construction (Director). The Director will be a core member of Alabaster's management team, responsible for successfully executing project construction as well as for setting the strategy and leading operations for the Alabaster Construction division. To achieve these objectives, the Director will:

### Project Management

- Effectively lead the in-house execution of woodframe townhouse and apartment projects and select concrete apartment and mixed-use projects, ensuring quality construction standards and techniques;
- Act as Alabaster's representative for all concrete apartment and mixed-use projects and serve as the primary point of contact for General Contractors;
- Evaluate, recommend, and manage general contractors for projects outside the scope of Alabaster Construction's in-house team, including concrete buildings; and commercial projects, and for services such as pre-construction consultation and cost estimation;
- Recommend, review and manage the pro-forma construction hard costs on all in-house construction projects;
- Effectively manage project tendering to obtain industry-leading pricing, and to meet the financing minimum requirements;

### Pre-Construction

- Support Alabaster's Development team with contributions to design and material specification for projects;
- Direct construction team members throughout project cost estimating and contribute to the development of an in-house knowledge base in this area;
- Provide oversight and regular management reporting on construction budgets and schedules for all projects;

**Administration**

- Create and maintain departmental processes to ensure successful delivery of projects, throughout pre-construction, tendering, construction and occupancy/warranty phases;
- Lead negotiation of terms and ensure proper drafting of agreements and record-keeping;
- Provide oversight and leadership responsibility for on-site safety protocols, ensuring Alabaster's site practices meet or exceed regulatory requirements;
- Support and uphold Alabaster's corporate policies and operational procedures;

**Strategic Growth**

- Establish, grow, and maintain strong relationships with industry colleagues, general contractors, and cost consultants to ensure they can be called upon for cost information;
- Build Alabaster Construction's relationships with trades and suppliers with the goal of becoming a recognized and preferred developer in the construction community;
- Establish and manage the Homeowner Care team within the construction division.

**The Candidate**

To fulfill the obligations of this opportunity, the ideal candidate will have at least 10 years of relevant experience, ideally with an established and productive multifamily developer. Applicants also require post-secondary education in Business, Architecture, Engineering or another related discipline. Individuals interested must have proven success in starting and finishing relevant types of projects, as well as managing multiple projects simultaneously. Candidates also require a current knowledge of the Vancouver real estate market and an extensive and solid network of industry colleagues. Excellent interpersonal, organizational and communication skills are assumed.

In addition, to thrive within the Alabaster team, applicants should also be:

- Entrepreneurial, resourceful, and independent while also a consummate team-player;
- People-oriented, with an innate ability to build positive, long-term relationships;
- Passionate about construction and motivated to build well-designed homes;
- A resilient and natural problem solver, able to persist when confronted with a challenge;
- A natural leader committed to growing team members and setting a positive example for the industry.

**To Apply**

If you are ready to pursue the next stage of your career and meet the qualifications highlighted above, please send your resume and cover letter to Kristina Morse of Resolve Search via [klm@resolvesearch.com](mailto:klm@resolvesearch.com). While we thank all applicants for their interest in this role, only select individuals will be contacted for follow-up.