



## **Job Posting - Head of Field Operations – VersaPile**

**Location:** Winnipeg, MB (with projects primarily throughout Manitoba and Ontario)

**Company Overview:** VersaPile is a fast-growing helical pile contracting company dedicated to supporting vital infrastructure projects in the energy and utilities sectors across Manitoba and Ontario. As we expand, we're committed to delivering excellence in every project to build lasting relationships with our clients. Our success relies on exceptional execution, and we're looking for a Head of Field Operations who shares our commitment to quality and growth.

**Position Summary:** The Head of Field Operations at VersaPile is a pivotal role responsible for overseeing project execution and operational efficiency while contributing to strategic planning and growth as a core member of the leadership team. This individual will work closely with field crews, welders and maintenance, coaching and supporting them to ensure every project is completed with the highest standards of quality, safety and environmental stewardship. The Head of Field Operations is capable of effectively working in an office environment or being on-site and present in the field. If you're a hands-on leader ready to make big improvements in training, documentation, resource planning, data visibility, and operational consistency—while also being able to hit the ground running—we want to meet you.

### **Key Responsibilities:**

- **Leadership, Coaching & Crew Management:** Lead and develop field supervisors and project teams, fostering a culture of accountability, professionalism, and high performance. Provide hands-on coaching and mentoring to improve both leadership capacity and execution on site. Oversee the recruitment, onboarding, and scaling of crews to meet project demands, ensuring the right talent is in place as we grow or scale back.
- **Training & Documentation:** Build and refine scalable onboarding, training, and skills development programs. Develop SOPs and process documentation that supports quality, repeatability, and rapid onboarding as the team scales up or down.
- **Resource Planning & Utilization:** Monitor and optimize labour and equipment utilization. Collaborate with the leadership team to ensure the right resources are in the right places, and that productivity metrics are visible and acted upon.
- **Data & Reporting:** Own operational data tracking and reporting. Work with the team to ensure timely and accurate collection of field data (e.g., productivity, safety, maintenance, project status) to support decision-making.
- **Project Management:** High level oversight over multiple, concurrent major and core projects, ensuring seamless scheduling, resource allocation, and profitability.
- **Client Relations:** Serve as a key point of contact for our clients' operations leaders, maintaining strong relationships through clear communication and consistent project excellence.
- **Process & Quality Improvement:** Implement, monitor, refine and train operational processes to maximize efficiency, quality, and safety.
- **Asset Management:** Manage inventory levels, equipment, and vehicle maintenance, ensuring project readiness, safety compliance and budget adherence.
- **Optimize Budgets and Profits:** Track and report on operational budgets, ensure profitable execution and make data-driven decisions.



- **Compliance:** Ensure that all field reports related to pile installations, safety, environmental, quality, etc. are completed accurately, in a timely manner, and in accordance with clients' requirements.
- **Problem Solving and Innovation:** Help solve problems and challenges that are beyond the capacity of the field staff as well as find ways to improve our processes, systems, equipment, etc. to increase our capabilities and work more efficiently or effectively.

#### Qualifications:

- **Experience:** Minimum of 10 years in construction, with at least 5 years in a leadership role ideally within the piling, foundations, geotechnical, or other related sectors.
- **Strategy:** Experience and proven capability leading, contributing to and executing on organizational and departmental strategic plans.
- **Project Oversight:** Proven track record managing multiple projects simultaneously with a strong focus on client satisfaction.
- **Technical Skills:** Proficiency in using technology and software, with the ability to read blueprints and specification documents.
- **Soft Skills:** Excellent communication skills, both verbal and written, and the ability to foster teamwork across departments.
- **Availability:** Ability to work sometimes longer hours than typical and to travel as required, sometimes to remote locations.
- **Leadership Style:** A balance of strategic thinking and boots-on-the-ground leadership. Not afraid to get dirty, ask hard questions, and work closely with your team to drive performance and culture.
- **Training & Systems Development:** Proven experience building out training, documentation, or operational systems in a growing company or division. You enjoy creating clarity and structure in fast-moving environments.
- **Unionized Environment Experience:** Experience working in or alongside unionized environments is a strong asset and will support collaboration, compliance, and workforce management as we grow across regions.

**Why VersaPile?** This is a rare opportunity to help shape and lead a growing Field Operations department at a company experiencing fast-paced growth and strategic transformation. At VersaPile, we're building more than a business—we're cultivating long-term relationships, investing in continuous improvement, and focusing on impact beyond the bottom line. We're looking for a Head of Field Operations who will be a key voice on our leadership team, take ownership of a critical function, and grow alongside us while making a lasting difference in how we deliver and scale.

**How to Apply:** If you're ready to take on a role that challenges and rewards, and if you're excited about helping VersaPile build a legacy of excellence, please submit your resume and cover letter to Debbie Cowan, General Manager at [debbie@versapile.com](mailto:debbie@versapile.com), detailing your experience and why you'd be a great fit for our team.