



JOB OPPORTUNITY

GROUP MANAGER (P.Eng. or P.Geo.)

STATUS: Permanent, Full-time
LOCATION: Peterborough, Kingston, Barrie, Oshawa, ON
JOB ID: ENVHire18

Cambium is a successful consulting and engineering company built on quality people doing great work in a rewarding environment. Our unique team approach makes us the preferred choice of clients and prospective employees alike. Guiding good decisions is our primary mission which allows us to be proud of our work.

And...we are growing! Cambium is currently seeking a **Group Manager** to oversee our **Property Assessment & Due Diligence** team. This group works with a variety of public and private clients on a wide range of projects related to **Environmental Site Assessments & Remediation**. The successful candidate will be a results-oriented leader who is responsible for the development and improvement of strategies that will help guide and lead team members in achieving business goals.

Job Duties

- Manage and supervise technical staff, overseeing the preparation of work schedules and project assignments
- Adherence and promotion of all health and safety procedures
- Ensure projects resource demands (human and physical) are forecasted and accommodated
- Provide leadership and guidance to group staff to encourage best performance
- Address human resource issues or concerns and work towards resolution; as necessary, coordinate with Human Resources and/or Director
- Coordinate regular Group meetings or similar avenues for group discussion
- Review group performance data, both individual and project based, to measure productivity and goal achievement; identify areas needing improvement and/or cost control
- Provide input and direction to the company's Strategic Plan
- Establish and implement actionable policies, goals, objectives and procedures which support the Strategic Plan
- Facilitate the development of group-specific sales strategies, in cooperation with project leads, sales staff, and management
- Serves as Project Manager on large and/or complex projects and/or those that may directly impact the future revenue and profitability of Cambium. In this function, the Group Manager is accountable for the same items as a Project Manager.
- Responsible for senior review of proposals and reports
- Travel and overtime may be required
- Any other duties as required

Qualifications

- Bachelor of Applied Science or Engineering specializing in a related technical environmental discipline
- Minimum 15 years of consulting experience or equivalent, focused on geoscience related services
- Currently registered with PEO as a P.Eng. or APGO as a P.Geo.
- Demonstrated experience as a technical expert, including a thorough knowledge of and ability to interpret regulations, guidelines and standards
- Demonstrated experience as a technical project manager
- Excellence in communication and collaboration skills that facilitate detailed planning, timely decision-making and efficient implementation.
- The successful candidate will demonstrate excellent communication skills with fluency (reading, writing and oral) in English
- Must have a valid Driver's license and access to a reliable vehicle.



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Cambium welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

If you are interested, we invite you to send us some information to help us understand whether you are the right fit for this role and our team. Kindly forward your documents, in electronic format only, to hr@cambium-inc.com.

WHY CAMBIUM?

Our team is different. From camping trips and movie nights to company ball-hockey tournaments in the parking lot, our team likes to have a good time together. When we cannot be together (welcome to 2021), we continue to maintain our team's bond, through activities such as photo contests, shout-outs of appreciation and care packages.

Our team is hard-working. You'll need to be flexible and able to switch priorities frequently. Sometimes the days are long. But you are always compensated for your efforts, including a minimum of 3 weeks of vacation for new, full-time team members.

Our team is proud. Flexible scheduling. Donating a portion of our net income each year to local causes and events. Winning awards. You'll find it easy to feel good about Cambium.

If you want to read about a few of the benefits of working for Cambium, check out our Careers page: <https://cambium-inc.com/careers.php>.