

MANAGING DIRECTOR, BAC GROUP OF COMPANIES

The BAC Group is seeking a dynamic Managing Director who will lead the group of companies. Reporting directly to the Board of Directors, the Managing Director will set and implement strategic and operational direction, provide oversight and support to division managers and their teams, project teams, retail showrooms as well as fleet and field services.

ESSENTIAL DUTIES & KEY RESPONSIBILITIES

Provides overall leadership to ensure business success and high levels of employee engagement of the BAC Group of Companies through the following:

- Leads and manages operations for the company by providing oversight, direction, and support to the division managers and their teams that creates a positive culture, motivates staff, facilitates development and builds a sense of self confidence and pride in our companies
- Identifies and establishes key performance indicators
- Ensures a proper reporting structure within divisions and departments to maximize communication, team effectiveness and service quality
- Identifies opportunities and areas for continuous improvement within each division and improves the operational systems, processes and policies in support of the organizational mission
- Monitors division performance against performance goals to ensure progress is being made, accountability and if necessary, corrective actions are taken

Ensures business profitability and positive cash flow for all BAC Group Operations

- Provides ongoing reporting to the board of directors on the status of key indicators
- Ensures company and operational compliance with all laws, regulations and health and safety measures
- Establishes financial performance standards and communicates these to all business leaders and project managers
- Ensures operational and financial accountability
- Works with the CFO to manage the annual budget procedure, including detailed quarterly business group and major project performance evaluations
- Analyzes performance indicators, monthly and quarterly financial statements and identifies areas for improvement

Creates and implements a business development strategy to strengthen relationships and expand the business

- Provides direction to the divisions in setting sales and business development strategy, value proposition and client selection.
- Establishes and maintains strong relationships with employees, vendors and key stakeholders.
- Makes appropriate risk assessments on high-risk clients and projects to mitigate potential risks
- Provides leadership on marketing and sales, as well as finalizing bid/tender negotiations
- Ensures that a proper review of client contracts is performed to ensure quality control prior to signing of contracts
- Provides final authority for bid pricing
- Studies markets for new business opportunities, innovative technology and competitive advantage

Enables exceptional service quality and delivery

- Ensures that all major projects follow proper estimating to operations turnover procedures
- Ensures that all projects follow and adhere to pre-planning requirements
- Ensures that all major project performance is monitored monthly and a final debrief is conducted to ensure continuous improvement

EDUCATION AND EXPERIENCE

- Minimum 10-15 years of progressive experience in project management or operations in the construction industry working for a multi-million dollar mechanical, electrical, or other similar specialty trades contractor
- Undergraduate and/or graduate degree in Business, Finance, Engineering, or similar degree
- Technical competencies – proficient with standard MS Office Suite and software, hardware, networks, etc., as well as familiarity with industry specific Estimating and Project Management software such as, Accubid, Live Count, Bluebeam
- Demonstrated ability to lead a multi-faceted organization
- Demonstrated ability to create a positive corporate culture and build strong employee morale
- Financial experience and working knowledge of cash flow, balance sheets, profit and loss, overhead and indirect cost analysis, budgeting, and construction project reporting
- MEP construction industry experience that gives the candidate an understanding of the unique logistical challenges of working in Bermuda.
- Proven ability to solve complex problems and facilitate effective resolutions
- Proven ability to offer and build upon new and innovative solutions to improve business performance

KNOWLEDGE, SKILLS AND ABILITY

- Demonstrated strong communication skills and professional presence
- Ability to understand current and potential market conditions, the capability to find and retain work and build relationships with clients
- Project management experience, direct or oversight; job set up, cost coding, labor performance reporting, change order management, project forecasting, and scheduling/CPM knowledge
- Risk management and legal contract knowledge and experience.
- Experience working with an HR manager in employee relations, performance reviews, training programs and talent management
- Knowledge of Bermuda's employment legislation, safety regulations, and labour management would be beneficial
- Knowledge of the Bermuda business infrastructure environment, including utilities and the construction sector

The BAC Group of Companies offers a remuneration package and comprehensive staff benefits commensurate with qualifications and experience for the position. The BAC Group of Companies, adheres to a policy of a drug free work environment, and reserves the right to perform pre-employment criminal background checks and random drug tests.

Interested applicants should submit a written resume with at least two professional written references and copies of certifications to:

Ontru: Human Resources – **BAC Group of Companies**
91 Reid Street, Hamilton, HM 19
Or email hr@ontru.bm

All applications must be received no later than: August 30, 2021

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