

**General Manager**  
**Saskatoon or Regina, SK**

**We are:**

Kova Engineering (Saskatchewan) Ltd. is a diverse and unique engineering and consulting company with over 25 years in the crane and lift equipment industry in Saskatchewan. We provide exceptional and personalized services to our customers and are constantly growing out scope of services to include innovative technologies and techniques. As a COR certified company, we strive to maintain a safe work environment for our employees, our clients, and the public. The key to our success is our employees who are hardworking, professional, and value the safety of their co-workers and our customers.

**The General Manager is:**

In this new position, the General Manager will have the opportunity to instill their vision for success in this growing company and its people, inspire its people to high performance, and steward resources for increased profitability and excellence. This includes responsibility for:

- Business system and processes:
  - Strategic and annual business plans
  - Technology and information management systems, including maintenance and support
  - Business model and processes compliance
  - Physical plant management and maintenance
  - Decision making protocols and structure
  - Organization structure
  - Quality and safety systems
- People strategies:
  - Systems for recruitment and selection, retention, compensation and benefits, and payroll and remittance
  - Performance management systems
  - Workplace culture and employee engagement
  - Human resources policies
- Financial management:
  - Financial management systems
  - Procurement processes
  - AR/AP systems and processes
  - Cashflow management
  - Budget planning and management
  - Financial reporting
- Sales and marketing:
  - Market research and sales forecasting
  - Sales process and management
  - Customer service including deliverables and experience
- Risk management:
  - Risk identification and mitigation
  - Effectiveness and efficiency management and reporting

**You are:**

You are driven by practical results and maximizing efficiency to ensure return on investment. Creating purpose and direction, establishing systems to ensure work is completed effectively, and analyzing situations to make sound and timely business decisions are what you enjoy at work. You can act with urgency when the situation calls for it and can adapt to changing situations or dynamics with ease. You take pride setting and attaining goals regardless of obstacles, care about safety excellence, and enjoy engaging and building relationships with employees, customers, and vendors. In your past work, you've gained experience in business planning, operation systems and procedures, organizational structure and business models, and managing performance.

**You have:**

- A Bachelor's Degree in Commerce, Business, and/or Engineering
- 10 years or more experience in business administration or management capacity with at least 5 years as an Operations Manager or General Manager

While not required, a professional engineer designation and/or completion of an MBA degree will be considered an asset. Previous experience in the engineering or mining and exploration industries would serve the candidate well.

**We offer:**

- A competitive wage
- Health and dental benefits
- Life, dependent life, disability, and critical illness insurance

**How to apply:**

To submit your resume for this role, [click here](#). The application process involves multiple steps that will take additional time to complete. While we appreciate all submissions and interest, only those candidates selected for interview and follow up will be contacted. This search will remain open, and submissions will be accepted until a suitable candidate is found.