



## Management Profiles

in

## Construction, Home Building and Renovation and Engineering

Learn about the job, work, employers, education and training, wage outlook and local employment outlook in the following management positions:

Construction Manager

Home Building and Renovation Manager

Engineering Manager

Information has been obtained from:

- *National Occupational Classification System (NOC 2016) is the source primarily for occupational descriptions throughout the report*
- *Government of Ontario - [www.ontario.ca](http://www.ontario.ca); Ontario Labour Market - [www.jobbank.gc.ca](http://www.jobbank.gc.ca) and <https://www.ontario.ca/page/labour-market>*

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The views expressed in this report are those of SLWDB and do not necessarily reflect those of the Province.

# Construction Manager

## The Job:

Plan, organize, direct, control and evaluate the activities of a construction company or a construction department within a company, under the direction of a general manager or other senior manager.

Job seekers will also encounter the following job titles in searching for this occupation: commercial construction manager; construction project manager; construction superintendent; housing construction manager; industrial construction manager; pipeline construction manager; and residential construction manager.

## The Work:

- Planning, organizing, directing, controlling and evaluating construction projects from start to finish according to schedule, specifications and budget
- Planning and preparing construction schedules and milestones, and monitoring progress against established schedules.
- Hiring and supervising the activities of subcontractors and other staff as required

## The Employers:

- residential, commercial and industrial construction companies
- construction departments of companies outside the construction industry
- public sector

## Education and Training:

- A university degree in civil engineering or a college diploma in construction technology is usually required.

- A master's degree in project management may be required.
- Several years of experience in the construction industry, including experience as a construction supervisor or field superintendent are usually required.
- Extensive experience in the construction industry may substitute for postsecondary education requirements.
- Some employers may require professional engineering status or construction trade certification.
- Gold Seal Certification may be required.

## The Wage Outlook in Windsor-Sarnia:

- \$24.04-\$57.69 per hour
- median \$36.00 per hour

## Local Employment Outlook for 2017-2019:

Good★★★

Employment growth will lead to a moderate number of new positions.

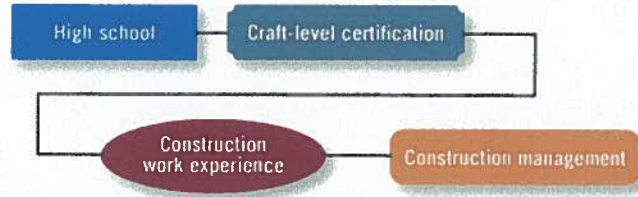
- Several positions will become available due to retirements.
- There are a moderate number of unemployed workers with recent experience in this occupation.
- several large local construction projects were announced in 2017

## National Occupational Classification: NOC 0711 Construction Managers

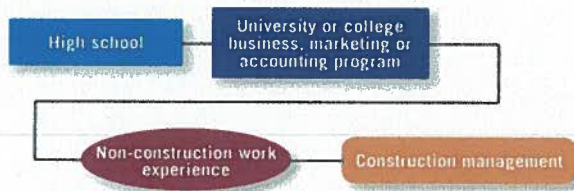
# Careers in Construction Pathways

[careersinconstruction.ca/en](http://careersinconstruction.ca/en)

Management careers may begin with certification as a construction worker or with on-the-job experience, but in most cases some post-secondary study is essential.

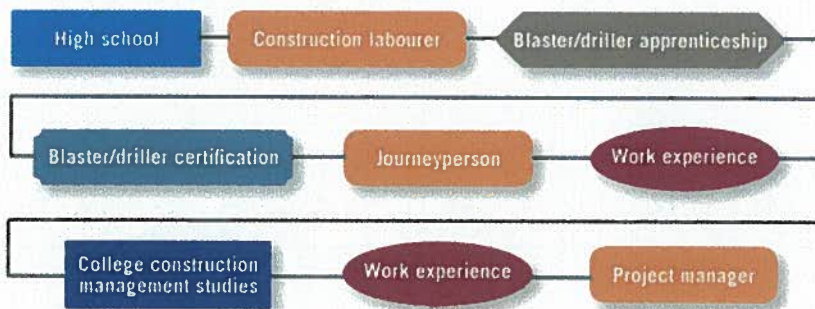


Many managers start in unrelated fields such as business, marketing or accounting. Sometimes they work in other industries before discovering construction.

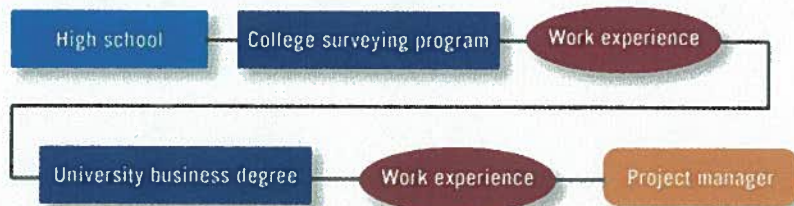


Some may start in an apprenticeship, take construction management courses, gain further work and supervisor experiences which could lead to project manager.

For example: Consider this example of an uncertified labourer that went on to an apprenticeship as a [driller/blaster](#). Already experienced on site, she decides to take construction management courses. After proving her abilities in a series of jobs with greater responsibility, she is offered the [project manager](#) position.



In this alternate example, she enters a technical college after high school and studies [surveying](#). After gaining some work experience, she decides to expand her opportunities by taking a business degree at university. After working as a scheduler and assistant project manager, she is offered the job of [project manager](#).



# Home Building and Renovation Manager

## The Job:

**Home building managers or builders** own, operate and manage companies engaged in the construction of new residential homes.

**Home renovation managers or renovators** own, operate and manage companies engaged in the renovation of existing residential homes.

A job seeker will also come across the following job titles in searching for information on this career: home builder; home renovation contractor; home renovator; renovation contractor; residential homes contractor.

## The Work:

In many cases, home building and renovation managers undertake the performance of all the work and supply of all the material necessary in the home build or renovation; therefore, the following skills are necessary to this occupation.

- Solid understanding and experience in residential home building or renovations.
- Communication skills and the ability to work with others.
- Planning and organizing skills for preparing work schedules, hiring and coordinating trade subcontractors.
- Technical skills to read blue prints, troubleshoot building problems, calculate dimensions and estimate material needs.
- Business skills to develop and implement marketing and advertising strategies to promote company's products and services.

## The Employers:

- Home building and renovation companies
- Construction companies
- Real Estate and rental and leasing
- Retail trade

## Education and Training:

- Extensive experience in the home construction industry, including experience as a general supervisor is usually required for self-employment as a home builder or a

home renovator. Experience as a skilled tradesperson is also considered an asset.

- Leading in Energy and Environmental Design (LEED) certification may be an asset in bidding on and obtaining building and renovation projects.  
[http://www.cagbc.org/CAGBC/Education/LEEDCred/LEED\\_Credentials.aspx](http://www.cagbc.org/CAGBC/Education/LEEDCred/LEED_Credentials.aspx)
- Progression to senior management positions is possible with extensive experience and training in management.

## Ontario specific requirements

Registration with the Tarion Warranty Corporation is required for residential new home builders.

<https://www.tarion.com/builders/what-is-a-new-home-builder/who-needs-to-get-registered>

## The Wage Outlook in Ontario:

- \$12.66-\$26.00 per hour
- median \$16.78 per hour

Average annual provincial income \$53,089

## Local Employment Outlook for 2017-2019:

Good ★★★

Employment growth will lead to a moderate number of new positions.

- Employment growth will lead to several new positions.
- Several positions will become available due to retirements.
- There are a small number of unemployed workers with recent experience in this occupation.
- Due to the seasonal nature of this occupation, employment opportunities tend to be more favourable during the summer months.

## National Occupational Classification:

NOC 0712 Home Building and Renovation Managers

# Engineering Manager

## The Job:

Engineering Managers play an important role in the engineering field. They plan, organize, direct, control and evaluate the activities of an engineering department, service or firm. They are employed by a wide range of private sector and government establishments and by consulting engineering and scientific research companies.

In addition to the title of, "Engineering Manager", job seekers may also see related job titles such as: civil engineering division manager; engineering department manager; engineering research and development director; engineering service project manager; and production engineering manager. Through community consultations, other job titles might include plant engineering manager, asset integrity manager and project engineer or project manager/engineer.

## The Work:

Engineering managers perform some or all of the following duties:

- Plan, organize, direct, control and evaluate the activities and operations of an engineering department, service or firm.
- Develop and implement policies, standards and procedures for the engineering and technical work performed in the department, service, laboratory or firm.
- Consult and negotiate with clients to prepare specifications, explain proposals and present engineering reports and findings.
- Assign, co-ordinate and review the technical work of the department or project teams.
- Recruit personnel and oversee development and maintenance of staff competence in required areas.

May participate directly in the design, development and inspection of technical projects or in the engineering work of the department.

## The Employers:

- private sector and government establishments
- consulting engineering
- scientific research companies

## Education and Training:

- A bachelor's degree in engineering is usually required. Degrees common to this discipline in the Sarnia Lambton area include: Bachelor of Engineering (Chemical, Mechanical, Civil, Electrical); Master of Engineering (Science); in some cases a PhD.
- Extensive experience in an engineering discipline, including supervisory experience is required.
- Registration as a Professional Engineer (P.Eng.) by a provincial or territorial association of professional engineers is usually required.
- Mobility to other technical managerial positions or to research or senior management positions is possible with experience.

## The Wage Outlook in Windsor-Sarnia:

- \$35.00-\$81.73 per hour
- median \$52.88 per hour

## Local Employment Outlook

Fair ★★☆☆

The employment outlook will be fair for engineering managers (NOC 0211) in the Windsor - Sarnia region for the 2017-2019 period.

The following factors contributed to this outlook:

- Employment growth will lead to several new positions
- Not many positions will become available due to retirements
- There are a small number of unemployed workers with recent experience in this occupation

## National Occupational Classification:

NOC 0211 Engineering Managers