

**NOTICE OF VACANCY**  
**SELECTION CRITERIA**

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**DEFENCE CONSTRUCTION (1951) LIMITED**

**President and Chief Executive Officer (full-time position)**

**Salary Range: \$164,800 - \$193,900**

**Location: National Capital Region**

Defence Construction Canada (DCC) was created in 1951 as a federal Crown Corporation with a mandate to provide high-quality, timely and efficient contracting, contract management, environmental, and related services to support the Canadian Forces and the Department of National Defence in the long-term development and management of facilities infrastructure. Other government departments and agencies that play a role in Canada's defence may also avail themselves of DCC services. DCC employs approximately 700 people in some 35 offices spread across the country with an estimated annual revenue of \$70 million for the year ending March 31, 2009.

The President and Chief Executive Officer (President) of DCC reports to the Board of Directors of the Corporation, which in turn reports to Parliament through the Minister of Public Works and Government Services. The President is responsible for ensuring that the Corporation maintains the delivery of high quality, cost-effective services, effective administrative and governance structures within a capable and productive work environment. The President is also responsible for ensuring that all work is performed in accordance with government policy and applicable legislation, as well as private sector construction and realty industry standards.

The successful candidate must have a degree from a recognized university, preferably in engineering, applied science or a related area, or a combination of equivalent education, job-related training and/or experience. The preferred candidate will have experience in infrastructure and environmental program and project delivery in the public or private sector, particularly in the fields of engineering or architecture, as well as experience in managing the risks associated with large infrastructure projects and programs. Experience in financial and human resources management at the senior executive level is essential. The chosen candidate must have experience in dealing with senior representatives of business and/or government, and a board of directors. Experience in the leadership and general management of a large, revenue dependent organization or business is required.

The ideal candidate must possess knowledge of the policy role, mandate and operations of Defence Construction Canada. He or she will also be knowledgeable of the Department of National Defence and the Canadian Forces, and the structure and operations of the Government of Canada. Knowledge of the Canadian architectural, engineering and construction industry is necessary. The suitable candidate will have knowledge of corporate governance and best practices, in addition to a good understanding of government procurement and contract management policies and practices.

The chosen candidate must have the ability to demonstrate strong, ethical leadership in meeting DCC's vision, mission and in promoting the Corporation's values. The ability to exercise sound judgment and significant decision making skills in analyzing and resolving complex contract and business matters is crucial. The successful candidate must be able to apply strategic thinking skills when leading corporate planning and policy-making activities. The ability to develop and maintain excellent working relationships with key individual and organizational stakeholders, including senior managers in the federal public service, elected officials and ministers of government is required. The preferred candidate must have the ability to communicate effectively (in writing and orally) as a strong, credible spokesperson of the Corporation to all internal and external stakeholders, including the media and parliamentarians. Moreover, the chosen candidate must bring proven general and financial management skills, as well as entrepreneurial business acumen to bear on the Corporation's business practices. Finally, the President must be a strategic and innovative leader with integrity, initiative and technical credibility. He or she should possess superior consensus building and interpersonal skills.

Proficiency in both official languages is preferred.

The qualified candidate must be prepared to travel extensively to some 35 operating locations in Canada, the Far North and occasionally to military operations in theatres abroad. Frequent meetings and events outside core business hours related to claim negotiations, general management and networking with staff and industry representatives at local, regional, and national levels are also necessary requirements of the President position.

The successful candidate must be willing to relocate to the National Capital Region or to a location within reasonable commuting distance.

The government is committed to ensuring that its appointments are representative of Canada's regions and official languages, as well as of women, Aboriginal peoples, disabled persons and visible minorities.

The preferred candidate must comply with the Ethical Guidelines for Public Office Holders and Guidelines for the Political Activities of Public Office Holders. The guidelines are available on the Governor in Council Appointments Website, under Reference Material at [www.appointments-nominations.gc.ca/](http://www.appointments-nominations.gc.ca/).

The selected candidate will be subject to the *Conflict of Interest Act*. Public office holders appointed on a full-time basis must submit to the Office of the Conflict of Interest and Ethics Commissioner, within 60 days of appointment, a Confidential Report in which they disclose all of their assets, liabilities and outside activities. For more information please visit the Office of the Conflict of Interest and Ethics Commissioner's website at <http://ciec-ccie.gc.ca/>.

This notice has been placed in the *Canada Gazette* to assist the Governor in Council in identifying qualified candidates for this position. It is not, however, intended to be the sole means of recruitment.

Further details about Defence Construction Canada and its activities can be found on its Web site at: <http://www.dcc-cdc.gc.ca/english/index.html>

Interested candidates should forward their curriculum vitae by February 23, 2009, to the Assistant Secretary to the Cabinet (Senior Personnel), Privy Council Office, 59 Sparks Street, 1<sup>st</sup> Floor, Ottawa, Ontario K1A 0A3, (613) 957-5006 (facsimile), [GICA-NGEC@bnet.pco-bcp.gc.ca](mailto:GICA-NGEC@bnet.pco-bcp.gc.ca) (email).

Bilingual notices of vacancies will be produced in alternative format (audio cassette, diskette, braille, large print, etc.) upon request. For further information, please contact Canadian Government Publishing, Public Works and Government Services Canada, Ottawa, Canada K1A 0S5, (613) 941-5995 or 1-800-635-7943.

# **DEFENCE CONSTRUCTION (1951) LIMITED**

## **SELECTION CRITERIA**

### **PRESIDENT AND CHIEF EXECUTIVE OFFICER**

#### **Education**

- A degree from a recognized university, preferably in engineering, applied science or a related area, or a combination of equivalent education, job-related training and/or experience.

#### **Experience in**

- Infrastructure and environmental program and project delivery in the public or private sector particularly in the field of engineering or architecture;
- Managing the risks associated with large infrastructure projects and programs;
- Financial and human resources management at the senior executive level;
- Dealing with senior representatives of business and/or government, and a board of directors; and
- Leadership and general management of a large, revenue dependent organization or business.

#### **Knowledge of**

- The public policy role, mandate and operations of Defence Construction Canada;
- The Department of National Defence and Canadian Forces;
- The structure and operations of the Government of Canada;
- The Canadian architectural, engineering and construction industry;
- Corporate governance principles and best practices; and
- Government procurement and contract management policies and practices.

#### **Ability to**

- Demonstrate strong, ethical leadership in meeting DCC's vision, mission and in promoting the Corporation's values;
- Exercise sound judgment and significant decision making skills in analyzing and resolving complex contract and business matters;
- Apply strategic thinking skills when leading corporate planning and policy-making activities;

- Develop and maintain excellent working relationships with key individual and organizational stakeholders, including industry leaders, senior managers in the federal public service, elected officials and ministers of government;
- Communicate effectively (in writing and orally) as a strong, credible spokesperson of the Corporation to all internal and external stakeholders, including the media and parliamentarians; and
- Bring proven general and financial management skills, as well as entrepreneurial business acumen to bear on the Corporation's business practices.

### **Personal Suitability**

- Strategic and innovative leader
- Integrity
- Technical credibility
- Initiative
- Superior consensus building and interpersonal skills.

### **Language requirements**

- Proficiency in both official languages is preferred.

### **Working Conditions**

- Considerable travel to some 35 operating locations in Canada, the Far North and occasionally to military operations in theatres abroad.
- Frequent meetings and events outside core business hours related to claim negotiations, general management and networking with staff and industry representatives at local, regional, and national levels.
- The successful candidate must be willing to relocate to the National Capital Region or to a location within reasonable commuting distance.