

Position: Senior Project Manager
Sector: Water & Wastewater Infrastructure Construction
Job type: Permanent full-time
Location: Ontario (Mississauga based)
Salary Range: \$135,000-\$160,000
Posting No: 2026-01-28-01SRPM
Posting Type: Current vacancies and future projects

ASCO's Senior Project Manager is accountable for the overall planning, organization, direction, and control of each project assigned to him/her. He/she successfully completes each of these projects, safely and within time and budgetary constraints to meet the objective of continued and sustainable growth of the Company. Some of the Senior Project Manager responsibilities include:

- Providing safety leadership to the project team and subcontractors
- Planning, scheduling, and controlling daily activities of a project
- Management of prime contract and subcontract agreements
- Subcontract negotiations and awards
- Managing project budgets and billings
- Overseeing contract administration of RFIs, Submittals, Change Orders, etc.
- Fostering and maintaining positive relations and communication with clients, consultants, architects, and subcontractors.

The preferred candidate will:

- Have seven (7) to twelve (12) years' direct experience in the Water & Wastewater infrastructure, Heavy Industrial/ Civil or Oil & Gas construction sectors, working for a general contractor in a lump sum bid environment.
- Have at least ten (10) years of overall construction industry experience in roles such as skilled trade, site supervision, or other project management roles.
- Have direct project management or site supervision of large heavy civil/industrial, oil & gas or Water & Wastewater construction projects valued over CAD\$30mm.
- Hold a Professional Engineering (P.Eng), or equivalent degree
- Gold Seal (GSC), Project Management Professional (PMP) or LEED AP certifications are an asset.
- Have established long-term working relationships with key subcontractors in the market where the position will perform.
- Have commissioning and startup experience of complex mechanical, electrical, and process systems.
- Have strong scheduling skills using MS Project or Primavera P6.
- Demonstrate leadership, motivational and mentoring skills
- Have strong management, negotiation, and problem-solving skills
- Have excellent communication skills in English (both verbal and written)
- Be customer service focused and results-oriented

- Be able to read, understand and interpret contract documents, drawings, specifications, scopes of work and project schedules
- Be eligible for security clearances and possess a valid driver's license
- Have superior working knowledge of MS Office suite (Word, Excel, and Outlook) and Bluebeam

Employment Benefits

- Health, Dental, and Disability benefits program
- Employee Family Assistance Program
- Matching RRSP program (up to 5% of base salary)
- Profit-sharing opportunities
- Performance and merit-based recognition
- Health and Wellness (flexible hours, work-life balance)
- Continuing Education reimbursement program
- Professional and career development opportunities

Apply today by submitting your resume to: hr@ascoconstruction.com

About ASCO

ASCO Construction Ltd is a privately-owned, family-oriented, construction services and solutions provider serving the Canadian construction market. In 2025, ASCO celebrated 37 years of successful operations with a solid track record of completed projects in the Water & Wastewater Infrastructure and Industrial, Commercial & Institutional market segments and we continue to safely deliver projects valued to upwards of \$200mm.

At ASCO, our core values drive how we do business and how we interact with our employees, business partners, customers, and the community in which we operate. Our people are passionate about construction and about providing cost effective solutions. We love building things that matter, and we love challenges. We are innovative and creative in our initiatives. We do the job right the first time and exceed expectations while respecting agreed upon timelines.

The strength of our team lies in the combined experience and expertise of our people. We are awesome with each other and accountable to one another. We approach every business relationship as a partnership. Our priority is to safely deliver safe construction projects while creating value for our customers and maintaining long-term business relationships with all our partners.

Equal Opportunity Employer:

*ASCO is an inclusive and equal opportunity employer. We are committed to fair and equitable employment practices and do not discriminate in employment opportunities or practices on any basis protected by the **Ontario Human Rights Code**. Employment decisions are based on merit, qualifications, and abilities.*

Accessibility & Inclusion:

We are committed to an inclusive and accessible recruitment process. Accommodation for applicants with disabilities will be provided upon request at any stage of the hiring process.

Use of Artificial Intelligence:

We may use artificial intelligence-enabled tools to assist with the screening of applications. These tools are designed to support fairness and consistency in our hiring process, and all final hiring decisions are made by our recruitment team.

We wish to thank all applicants for their interest but regret that only those selected for an interview will be contacted.