

Energy/Utilities Operations Director – Akron, Ohio

Welty provides professional construction management services, specializing in Lean Construction for clients in a variety of energy, healthcare, commercial, education, and hospitality markets nationwide. With offices in Akron, Cleveland and Columbus, Ohio, Welty has been Enriching Lives through Great Construction and Building projects since 1945. Welty has the distinction of creating some of the most prestigious community projects including the world-renowned Goodyear Tire & Rubber Company's new Global Headquarters, major renovations of the Pro Football of Fame, the FirstEnergy Transmission Control Center and is currently working on several Electric Utility Transmission and Distribution Projects in addition to many others.

At Welty Building Company, we live our terminal values of Openness, Passion, Teamwork, Integrity, and Customer Centricity (OPTIC). We bring a creative energy to our projects where every individual is an essential part of the team. The work we do is collaborative, with an entrepreneurial spirit, and opportunity for growth and improvement. With our cutting edge approach, we expand the boundaries of the way things have always been done in favor of innovation, and exceeding our client's expectations. Welty does much more than construct and build great projects and buildings, we build relationships – with our clients, employees and the communities they serve.

The Energy/Utilities Operations Director reports in to the Chief Operating Officer of the Welty Energy Division and will assist in leading a team of 45 Energy employees, including Sr. Project Managers, Project Managers, Project Coordinators, Analysts and Field personnel located in Ohio and Pennsylvania. This team is dedicated to providing excellent, high-quality professional management services for project delivery of transmission and distribution projects. The Ideal candidate for this role will have a demonstrated track record of managing/leading large and small transmission and distribution projects for a major utility. Strong Technical background, hands-on approach, and a focus on growth through excellent client interface and satisfaction are key to success in this position.

From a macro view, the primary responsibilities of this role include:

- Assist in the management of all Energy personnel with a key focus on training, coaching, mentoring and motivating the Energy Portfolio Managers and Sr. Project Managers.

- Oversight of project metrics: Cost (forecasting), Quality, schedule and Safety.
- Key, visible role in the Management of all active projects.
- Develops and implements the Energy department's policies and procedures with a strong focus on training
- Contributes to the development of annual planning efforts related to Energy Division strategy.
- Assist in the Development, management and tracking of, Energy Division budgets and annual plans.
- Assist in the oversight of division cash flow, billing and financial reporting.
- Facilitation of interface between project teams and clients.
- Maintain Welty's Core Values (OPTIC)

From a day-to-day basis, the Energy/Utilities Operations Director:

- Proactively assists the project teams with daily project challenges by effective leadership and training in the areas of problem solving and critically thinking.
- Hold daily, weekly and monthly meetings with project staff and office support groups
- Daily oversight and auditing of effective forecasting and scheduling procedures for all projects
- Ensure that all Energy employees are properly trained and certified where necessary
- Conduct quarterly Career Conversations with Energy employees with an emphasis on continuous improvement
- Overall responsibility for succession and manpower planning for the division
- Assist in the oversight of department expenses and cost management
- Prepare and conduct financial reports for the Welty Management Team
- Play a key role in the daily reporting and interface with major clients
- Assist in business development thru client relationship building

- Ensure that all projects meet the highest quality and safety standards

It is expected that the Energy/Utilities Operations Director will travel as much as 30 to 40 percent of the time.

Candidate Qualifications & Attributes

The ideal Energy/Utilities Operations Director will have 15+ plus years of progressive experience in the Energy sector with a minimum of 5 years of hands on project management experience. The ideal candidate must have 7 to 10 years of proven success in leading and managing teams in this fast paced, technically demanding industry working for a major utility or energy management organization. The successful candidate will have extensive experience in forecasting, budgeting, scheduling and delivery of project quality and the experience of leading teams to success in these areas. We are looking for an individual with the agility and ability to assist in leading the Energy Team to the next level of growth and success. In addition, the ideal candidate will hold a Bachelor's degree in Engineering, Construction Management, or related field.

Additional experience or expertise would include:

- Experience in both transmission and distribution projects working with a major utility is a MUST.
- Experience with MS Office, MS PowerPoint, Sage and Project Management, and P6 Scheduling.
- In-depth technical knowledge of utility construction principles/practices.

The ideal candidate will exhibit:

- Leadership skills with the ability and willingness to face challenges, solve problems, and motivate others, while maintaining effective relationships with customers by meeting or exceeding their requirements.
- An ability to be a self-starter. Highly motivated to bring results and success to the projects he/she leads.
- An ability to build trust and influence others internally and externally. .
- An ability to supervise and develop direct reports while prioritizing and delegating significant responsibilities to others.
- A commitment to quality by evaluating project-related processes and making necessary changes, using customer input to make improvements, and meeting/exceeding internal and external customer expectations.

- Able to make decisions under tight deadlines.
- Solid presentation skills and verbal/written communication skills.
- Behaviors consistent with Welty's core values.

Welty offers competitive compensation and benefits package.

Interested candidates can send their resumes in confidence to careers@thinkwelty.com.

Welty Building Company Ltd. is an equal opportunity employer.