

# General Manager, MCBC-Milestone

Cambridge, Ontario (Hybrid)

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Milestone is looking for creative people who enjoy a challenge. We provide contracting excellence to our clients, daring them to let us collaborate on their toughest and most sensitive projects across Canada. Specializing in soil and ground remediation, water treatment, heavy civil construction, building decommissioning, land reclamation and rehabilitating sensitive habitats; our people thrive in a fast paced and everchanging environment. Everyone on our team believes in finding creative solutions for our clients while making a positive impact to our environment and community. This can be a tough job and isn't for everyone. Milestone is up to the challenge, are you?

Milestone's success comes from putting our team first. We are employee-owned and commit to keeping our people safe, offering competitive wages and benefits, and providing opportunity for professional growth and development. Putting our people first is a promise we have been able to deliver on for the last 10 years and we continue growing stronger. If you think you are a fit, then we want you to grow with us.

Learn more about us and what we do on our website! [MilestoneEnv.ca](https://www.milestoneenv.ca)

At Milestone, we collaborate relentlessly; we strive to inspire a diverse team of talent; we care, we are equitable, we are inclusive. We want every team member to feel and know they belong here. We are inspired by our people - the best in the business. Our work with Indigenous partners and communities has been a tremendous source of pride and learning for Milestone. We are committed to Indigenous Peoples as partners and employees. We have much to learn from all our partners and employees. We look forward to continuing to attract and retain the best people to tackle the most complex challenges of a cleaner world. Only through acknowledging and encouraging everyone's potential and contributions will we succeed.

## Position Summary:

MCBC-Milestone is seeking a dynamic and strategic **General Manager** to join our leadership team. This individual will play a pivotal role in shaping the growth of our Indigenous environmental contracting business, driving business development, and ensuring operational excellence across all projects.

The successful candidate will combine deep industry knowledge with proven leadership in delivering high-quality environmental solutions, cultivating client relationships, and business growth.

## Duties & Responsibilities:

The duties and responsibilities of the General Manager role will include but are not limited to the following:

### 1. Business Development

- Develop and execute strategies to expand market share in environmental contracting services (e.g., remediation, waste management, habitat restoration).
- Identify and pursue new business opportunities with government agencies, municipalities, developers, industrial, commercial, and institutional clients in accordance with the approved Strategy and Business Plan.
- Continue pursuit of identified existing pipeline, in accordance with the approved Strategy and Business Plan.
- Lead proposal development, contract negotiations, and client presentations in collaboration with Milestone operations team.
- Build and maintain strong, trust-based relationships with clients, partners, and industry stakeholders.
- Monitor market trends, competitor activity, and regulatory changes to inform business strategy.

### 2. Operations Leadership

- Optimize operational efficiency (with the Regional Manager, Milestone and MCBC Leadership) through process improvements, technology adoption, and resource management.
- Develop Board of Director Package which includes an agenda, partnership financials, Pipeline forecast, approved meeting minutes from the last Board meeting and anything else applicable.
- Distribute meeting minutes for review and approval.
- Schedule and facilitate biweekly meetings with MECI operations and MCBC business development to discuss pipeline and initiatives.
- Maintain a pipeline schedule to be shared and discussed at the biweekly meetings.
- Attend and participate in bid/proposal review meetings.

### 3. Strategic Leadership

- Partner with the executive team to determine an approved Strategy and Business Plan.
- Establish annual goals, budgets, and performance metrics for business development and operations.
- Represent the company at industry conferences, networking events, and trade associations.
- Foster a culture of inclusion, innovation, sustainability, and accountability.

## **Health and Safety**

Reads, understands, and follows Milestone's Corporate Health and Safety Program, Policy and Procedures. Ensures health and safety is considered in the performance of all activities both on and off the job. Participation in H & S initiatives will be monitored and reviewed, as necessary.

## **QUALIFICATIONS:**

**Education Requirements:**

- An undergraduate degree in environmental science, engineering or related field is required.
- A graduate degree in environmental science, engineering, or business is an asset.

**Experience Required:**

- 10+ years of progressive leadership experience in environmental consulting, environmental contracting, environmental construction, or engineering services.

**Knowledge, Skills and Abilities:**

- Excellent written and verbal communication skills.
- Organized with exceptional attention to detail.
- Ability to coordinate multiple, often competing, tasks and timelines.
- Comfortable working and collaborating with all levels of the organization.
- Strong Computer skills. Proficient in Microsoft suite, specifically Word, Excel, Power Point, and Outlook.
- Able to work in a fast-paced environment and meet tight deadlines.
- Keen to take on challenges and contribute to the success of the team and company.
- Proven track record of business development success in a competitive market.
- Strong operational leadership skills, with expertise in project delivery, risk management, and financial oversight.
- Excellent communication, negotiation, and relationship-building skills.
- Demonstrated ability to lead multidisciplinary teams and inspire high performance.
- Knowledge of Ontario environmental regulations, health and safety standards, and industry best practices.

**Work Environment:**

This role is primarily office based, with field visits required. Local/regional travel is required for business development. Some interprovincial travel may be required to attend corporate events outside Ontario.

**Our Culture:**

We are a Canadian employee-owned business – a collaborative, caring team driven by ingenuity, accountability, and a shared commitment to making a difference. Whether you're on-site or supporting from behind the scenes, your contribution matters. At Milestone, we invest in people who want to build something meaningful – for our clients, our communities, and the environment.

**Our Commitment to Diversity, Equity, Inclusion & Belonging:**

At Milestone, we believe our strength lies in the diversity of our people and the inclusive culture we foster every day. We are proud to be an equal opportunity employer and base our employment decisions on merit, qualifications, and ability. We do not discriminate on the basis of race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, age, disability, veteran status, or any other characteristic protected by law. Accommodations are available upon request throughout the recruitment and selection process.

Inclusion is embedded in how we work, collaborate, and lead. We actively strive to create a workplace where everyone feels respected, valued, and empowered to contribute fully. Our

dedication to learning, accountability, and cultural awareness helps us grow as individuals and as an organization.

We are especially proud of our partnerships and work with Indigenous Peoples and communities. These relationships are a continuing source of growth, knowledge, and mutual respect. We commit to listening, learning, and participating in meaningful truth and reconciliation efforts in collaboration with Indigenous partners, employees, and communities across Canada.

At Milestone, we recognize that the diverse perspectives, experiences, and talents of our team are key to solving the complex environmental challenges of today and tomorrow. We are committed to attracting, developing, and retaining individuals who reflect the communities we serve and share our vision for a cleaner, more equitable world.

### **Compensation & Benefits:**

At Milestone Environmental Contracting Inc., we recognize that our people are our greatest strength. We are proud to offer a competitive and comprehensive Total Rewards package designed to support your well-being, growth, and success.

- Competitive salary based on experience, skills, internal equity, and work location;
- Comprehensive health, dental, and prescription drug coverage;
- Annual pro-rated \$500 Health Spending Account;
- Group Registered Savings Plan (GRSP) with employer matching after 3 months of employment;
- Three weeks' vacation to start;
- Paid Annual Cultural Day to celebrate what matters most to you;
- Annual professional development budget to support certifications, training, and career advancement.

*We would like to thank all applicants for their interest, however only the ones selected for the interview will be contacted.*