



September 27, 2013
File: 2013-020

Nalcor Energy
Lower Churchill Project
Hydro Place, 500 Columbus Drive
P.O. Box 12800
St. John's, NL
A1B 0C9

**Attention: Mr. Jason Kean, P.Eng., MBA, PMP
Deputy Project General Manager**

**Re: Project Management Support Services
Lower Churchill Project
Project Controls Manager**

Dear Jason,

Further to our recent discussions we are pleased to provide you with our proposal for the services of a Project Controls Manager as part of the Lower Churchill Project – Project Delivery Team.

Project Understanding

Nalcor requires the services of a Project Controls Manager as part of the Lower Churchill Project – Project Delivery Team. The role is currently being filled on an interim basis, having been recently vacated, and the responsibilities of the Project Controls Manager are required to be transitioned on a permanent basis as soon as possible. The Project Controls Manager will be required until the completion of the project, scheduled for 2017.

The principal activities, duties and responsibilities of the Project Controls Manager shall be in accordance with the Scope / Role Description dated August 21, 2013, attached hereto. In general, the Project Controls Manager will be responsible for project controls systems, planning and scheduling, cost management, risk management, change management, as well as cost management functions currently under the responsibility of the Business Services Manager.

The Project Controls Manager will be based in St. John's but will be required to attend to the site from time to time as required.

Nominated Personnel

We propose to provide the services of Mr. Ed Bush, MBA, P.Eng., PMP as our nominee for the position of Project Controls Manager for the Lower Churchill Project.

PMX Inc.

505 Consumers Road, Suite 300 ♦ Toronto, Ontario ♦ M2J 4V8
Ph: 416-222-PMX1 (7691) ♦ Fx: 416-222-0485 ♦ www.pmx.ca



Ed is a Professional Engineer (Civil) and a Principal of our firm with over 25 years' experience in the areas of project management, engineering and construction management.

Ed has played a leadership role in the successful delivery of projects for public and private sector clients alike. He is knowledgeable of, and skilled in, the application of project management practices including project implementation planning, scope management, schedule control, cost management, risk management, as well as management of procurement and contracts.

Ed's experience encompasses a diverse range of institutional, heavy civil and industrial projects including healthcare, mining, airports, municipal and industrial wastewater treatment, hydroelectric infrastructure, high voltage transmission, offshore oil development, as well as manufacturing facilities for paper and pharmaceutical industries.

We are prepared to commit Ed to the project for an initial term of 6 months from the commencement of services. In this period, we will initiate a search for a suitably skilled and experienced individual to assume the responsibilities for the duration of the project. Ed will continue to serve in the capacity of Project Controls Manager until this individual can be found. Ed is ready and able to commence work on the project October 7, 2013.

In addition, we are pleased to offer the services of Mr. Sevag Kupelian, CMA, PMP in an advisory and support capacity to the Project Controls Manager.

Sevag is a Certified Management Accountant and Principal of the firm with nearly 20 years' experience in the fields of project management, risk management and cost control.

Sevag brings a depth of experience in project cost control, specifically cost control system implementation and management, cost administration, cost monitoring and reporting, and project accounting. He has successfully completed cost control assignments on a broad array of large scale projects in the industrial commercial and institutional sectors.

Any services provided by Sevag would be subject to Nalcor's prior direction and authorization.

Resumes for our nominated personnel are attached for your information.

Fees and Disbursements

We propose to provide the services of Mr. Ed Bush as Project Controls Manager at the rate of \$180.00 per hour, or a maximum of \$1,440.00 per day (based on 8 hours per day).



We propose to provide the services of Mr. Sevag Kupelian in the area of project controls advisory and support at the rate of \$180.00 per hour, or a maximum of \$1,440.00 per day (based on 8 hours per day).

Our rates include miscellaneous out of pocket expenses as well as laptop computers, standard office suite software and wireless communications for our personnel.

Disbursements relating to travel and accommodation are excluded from our fees and will be invoiced without markup. Project disbursements for travel and accommodation shall be in accordance with Nalcor's "Assignment Conditions for Consultants of LCP Project Delivery Team Working in St. John's, NL Project Office" dated July 2, 2013.

PMX invoices for fees and disbursements are rendered monthly and are due upon receipt without holdback. All rates quoted herein are exclusive of HST.

We trust that we have adequately responded to your project needs in this proposal and would welcome the opportunity to be a part of your project team.

Please do not hesitate to contact the undersigned should you have any questions.

Yours very truly,

PMX Inc.

A handwritten signature in blue ink, appearing to read "Ed Bush". The signature is fluid and cursive, written over a white background.

Ed Bush, MBA, P.Eng., PMP
Principal

Tel: (416) 222-PMX1 (7691)
Cell: (416) 577-9769
ebush@pmx.ca

Encl.



ED BUSH, P.Eng., MBA, PMP

Principal

Ed Bush is a Principal with PMX Inc.

Ed has more than 25 years' experience in the fields of project management, engineering and construction management. Ed has played a leadership role in the successful delivery of projects for public and private sector clients alike. He is knowledgeable of, and skilled in, the application of project management practices including project implementation planning, schedule control, cost management, procurement and contracting.

Ed's experience encompasses a diverse range of institutional, heavy civil and industrial projects including healthcare, mining, airports, municipal and industrial wastewater treatment, hydroelectric infrastructure, high voltage transmission, offshore oil development, as well as manufacturing facilities for paper and pharmaceutical industries.

Ed is a licensed Professional Engineer in the Province of Ontario and a certified Project Management Professional (PMP). In addition, Ed is a graduate of the MBA program at York University in Toronto, having specialized in the areas of financial management and strategy.

Relevant Project Experience

Noront Resources Ltd., Toronto, ON

- **Eagle's Nest Project, Ring of Fire, ON**

Senior Project Manager responsible for providing overall project leadership, project management and planning support for a proposed new nickel, copper, platinum and palladium mine and mill development located in the Ring of Fire in the James Bay lowlands area of Northern Ontario. This \$600M project features a new campsite, airstrip, surface infrastructure, underground mine and underground mill complex. The project presents many unique challenges due to its remote location and lack of existing infrastructure.

Therapure Biopharma Inc., Mississauga, ON

- **Confidential Project**

Principal in Charge responsible for overall Owner's project management services for a major redevelopment project within an existing biopharmaceutical manufacturing facility.

St. Joseph's Healthcare Hamilton, Hamilton, ON

- **West 5th Campus Redevelopment, Hamilton, ON**

Senior Project Manager responsible for providing supplementary project management support services in the areas of schedule management, risk management and project reporting as part of the \$600M mental health facility redevelopment project. The project is being delivered under the Infrastructure Ontario Alternative Finance and Procurement (AFP) program using a Design, Build, Finance, Maintain (DBFM) model.

Markham Stouffville Hospital, Markham, ON

- **Due Diligence Review, MSH Redevelopment Project, Markham, ON**

Senior Project Manager providing assistance in the assessment of the project implementation readiness for the \$400M Markham Stouffville Hospital redevelopment project. The project is being delivered under the Infrastructure Ontario Alternative Finance and Procurement (AFP) program using a Build-Finance (BF) model.

Sunnybrook Health Sciences Centre, Toronto, ON

- **M-Wing Expansion & Women and Babies Fit-up, Toronto, ON**

Senior Project Manager responsible for overall management of the \$198 million expansion project. The project included the 300,000 sq.ft., 4 floor addition to the existing building and 120,000 sq.ft. fit-up associated with the Women and Babies Program. The project was delivered on time and under budget through the Infrastructure Ontario Alternative Finance and Procurement (AFP) program under a Build-Finance (BF) model.

Wyeth Pharmaceuticals, Brandon, MB*

- **Master Plan Projects, Brandon, MB**

Senior Project Manager responsible for procurement, project controls and construction management for a \$70M master plan construction program.

* Denotes projects undertaken for other firms



ED BUSH, P.Eng., MBA, PMP

Principal

Education

Master of Business Administration York University, Schulich School of Business, Toronto, ON, 2003

Bachelor of Engineering, Memorial University of Newfoundland, St. John's, NL, 1988

Professional Associations

Professional Engineers of Ontario (PEO)

Certified Member, Project Management Institute (PMI)

Employment History

2006 – Present PMX Inc., Toronto

1995 – 2006 Stantec Consulting

(RPA Group prior to 2001)

1988 – 1995 Shawmont Newfoundland Ltd, St. John's, NL

*Falconbridge Limited, Sudbury, ON**

- **AMD Collection and Pumping System, Manitouwadge, ON**
Senior Project Manager responsible for planning and implementation of the final phase of a multi-year acid mine drainage collection and treatment infrastructure project. Valued at \$8M, the project was completed ahead of schedule and under budget.

*Inco Limited, Sudbury, ON**

- **Post Project Review Services, Sudbury, ON**
Senior Project Manager responsible for facilitating and reporting on post project reviews of two significant capital projects, valued at over \$70M, providing recommendations for continuous improvement.

*City of Toronto, Toronto, ON**

- **Ashbridges Bay Treatment Plant, Toronto, ON**
Senior Project Manager responsible for providing and coordinating project management support and risk management advisory services for design phase of a \$120M odour control project.

*Winnipeg International Airports Authority, Winnipeg, MB**

- **Airport Redevelopment Project, Winnipeg, MB**
Senior Project Manager responsible for leadership of the multidisciplinary architectural and engineering team responsible for the design of a new \$200M terminal building and parkade.

*Greater Toronto Airports Authority, Toronto, ON**

- **Terminal Development Project, Toronto, ON**
Senior Project Manager responsible for assisting the Owner with development and implementation of modified change control processes for the \$1.8B Terminal Development Project at Toronto Pearson International Airport.

*Regional Municipality of York, Newmarket, ON**

- **Duffin Creek Water Pollution Control Plant, Pickering, ON**
Senior Project Manager responsible for stakeholder consultations and the development of a project implementation strategy for the \$264M Stage III expansion of the existing Duffin Creek WPCP facility.

*City of Calgary, Calgary, AB**

- **Pine Creek WWTP, Calgary, AB**
Senior Project Manager responsible for the development of a contracting and procurement strategy for the new \$260M Pine Creek wastewater treatment plant.

*City of Windsor, Windsor, ON**

- **Lou Romano WRP Expansion and Upgrade, Windsor, ON**
Senior Project Manager providing project management advisory services relating to development of a project implementation strategy, and project management support for \$110M expansion and upgrade of an existing wastewater treatment facility.

* Denotes projects undertaken for other firms



ED BUSH, P.Eng., MBA, PMP

Principal

Smurfit – MBI, Milton, ON*

- **Corrugated Box Manufacturing Plant, Milton, ON**

Senior Project Manager providing the Owner with project management advisory services during the development of design-build contract for a new \$60M corrugated box manufacturing facility.

Hemosol Inc., Mississauga, ON*

- **Vial Filling Suite, Mississauga, ON**

Senior Project Manager responsible for coordination of conceptual design and cost consulting services for a new \$1.2M vial filling suite within an existing manufacturing facility.

- **Biopharmaceutical Production / Research Facility, Mississauga, ON**

Project Manager responsible for management of design, construction and commissioning of a \$90M blood substitute manufacturing plant and biopharmaceutical research facility.

Ontario Lottery and Gaming, Toronto, ON*

- **Racetrack Slot Gaming Program, Toronto, ON**

Project Manager responsible for procurement, and construction activities for a \$30M slot gaming facility fit-out at Woodbine Raceway, part of an overall program involving various racetracks across Ontario.

NOWPARC, Thunder Bay, ON*

- **Environmental Remediation Project, Thunder Bay, ON**

Construction Manager responsible for construction of containment and treatment infrastructure for an innovative bio-remediation project at an existing sawmill and wood preserving facility.

Stora, Port Hawkesbury Limited, Port Hawkesbury, NS*

- **New Paper Machine, Pulp Mill and Related Facilities, NS**

Construction Manager responsible for civil construction activities for a \$750M project that included the construction of the world's largest and fastest paper machine and a thermo-mechanical pulping plant.

- **Claim Resolution, Port Hawkesbury, NS**

Project Manager responsible for the analysis and evaluation of \$11M construction claim relating to a large turnkey project.

Abitibi Consolidated Inc., Grand Falls, NL*

- **Hydroelectric Generating Station Rehabilitation, Grand Falls, NL** Construction Manager leading a \$25M hydroelectric rehabilitation project involving replacement of four aging steel penstocks with a new earth and concrete power canal and construction of a new concrete intake structure.

- **Secondary Effluent Treatment Projects, Grand Falls, NL**

Construction Manager responsible for an \$18M secondary effluent treatment and sludge handling facility.

* Denotes projects undertaken for other firms



ED BUSH, P.Eng., MBA, PMP

Principal

Hibernia Management and Development Company, St. John's, NL*

- **Hibernia Offshore Oil Project, Bull Arm, NL**

Seconded to the Newfoundland Offshore Contractors joint venture to provide project management services to the Gravity Base Structure (GBS) management team. Involved in several key areas of the project, including: site development, marine facilities construction and drydock phase construction of this \$5.8B project.

Newfoundland and Labrador Hydro, St. John's, NL*

- **Transmission Line Construction Program, Various Locations, NL** Resident Engineer responsible for managing construction of over 200km of 138kV and 230kV transmission lines throughout Newfoundland.

- **Paradise River Hydroelectric Project, Paradise River, NL**

Project Engineer responsible for construction management and contract administration in connection with foundation excavation, surveys, jump form and concrete placing operations for a 150' high concrete arch dam.

* Denotes projects undertaken for other firms



SEVAG KUPELIAN, CMA, PMP, LEED® AP

Principal

Sevag Kupelian is a Principal with PMX Inc.

Sevag has nearly 20 years' experience in the fields of project management, risk management and cost control.

Sevag brings specific expertise in the development and review of project management processes and procedures, contract strategy development, and project risk identification and mitigation.

Sevag also brings expertise in project cost control, specifically cost control system implementation and management, cost administration, cost monitoring and reporting, and project accounting.

He has successfully completed cost control assignments on a broad array of projects in the industrial commercial and institutional sectors.

Sevag is a Certified Management Accountant (CMA) and a certified Project Management Professional (PMP).

Relevant Project Experience

St. Joseph's Hamilton Healthcare, Hamilton, ON

- **West 5th Campus Redevelopment, Hamilton, ON - \$600 Million**
Senior Project Manager, part of the St. Joseph's Healthcare Hamilton project team, providing project management advisory services in the area of cost management for the new DBFM mental health facility.

Niagara Health System, St. Catharines, ON

- **New Healthcare Complex and Walker Family Cancer Centre, St. Catharines, ON - \$700 Million**
Cost Control and Cost Reporting, part of the Niagara Health System's project management team, responsible for project cost control set up, monthly cost and project reporting for a new hospital in west St. Catharines. This state-of-the-art hospital is being delivered under Infrastructure Ontario's DBFM model, and will include inpatient and outpatient services, a new cancer centre, a cardiac catheterization lab, long-term mental health facilities, and a full range of acute inpatient and ambulatory services.

Access Justice Durham, Toronto, ON

- **Durham Consolidated Courthouse, Oshawa, ON**
Owner's Representative, providing project management support to Access Justice Durham, the consortium responsible for the development and operation of the Durham Consolidated Courthouse, a \$200 million project being constructed under Infrastructure Ontario's DBFM AFP model. Responsibilities include project monitoring, oversight of certification, monthly reporting, and due diligence on contractor's design-build deliverables.

Infrastructure Ontario (IO), Toronto, ON

- Provide advice and support to Infrastructure Ontario in setting up a project management office (PMO) for the implementation and monitoring of a portfolio of multi billion dollar projects. The assignment included setting up project management policies and procedures, assisting IO in defining the functionality of the On-line Collaboration and Project Management (OCPM) system at the pre-procurement stage and assisting IO with the OCPM cost management technical evaluation of the various proposals received.
- Provide Cost Management support to Infrastructure Ontario in Implementing an On-line Collaboration and Project Management (OCPM) system.

Ontario Lottery and Gaming, Toronto, ON

- **Casino Windsor Expansion Project**
Risk Management Consultant responsible for risk planning, risk identification and assessment, response planning, and reporting to the Steering Committee for the \$400 million new hotel, entertainment and convention centre.


SEVAG KUPELIAN, CMA, PMP, LEED® AP

Principal

Education

B. Comm., Accountancy, Concordia University, Montreal, QC, 1994

B. Sc., Mathematics, American University of Beirut, Lebanon, 1988

Professional Associations

Certified member, Project Management Institute (PMI)

Certified member, Management Accountants of Ontario

LEED® Accredited Professional, Canadian Green Building Council (CaGBC)

Employment History

2006 – Present	PMX Inc., Toronto
2000 – 2006	Stantec Consulting (RPA Group prior to 2001)
1997 – 2000	Eastern Construction Co. Ltd., Toronto, ON
1994 – 1997	Torcom Construction Ltd, Toronto, ON

Centre for Addiction and Mental Health (CAMH), Toronto, ON

- **Redevelopment of 1001 Queen Street West, Toronto, ON**

Established cost control policies and procedures to facilitate proper project governance. Implemented and manage program cost control system.

Maple Leafs Sports and Entertainment, Toronto, ON *

- **National Soccer Stadium at the Exhibition Place**

Cost Control manager for this \$62M project. Assisted the MLSE Corporation with the preparation of the project funding draws from the three levels of governments.

York University Development Corporation, Toronto, ON *

- **Stadium at York University**

Implemented project cost control system for the Stadium at York University - Pre-Construction Project Planning & Feasibility stage.

Toronto Waterfront Revitalization Corporation, Toronto, ON *

- **Director, Program Controls and Risk Management**

Set up program controls department including cost control, schedule control, contract administration and risk management for the \$1.7Billion Toronto waterfront revitalization initiative.

- **Risk Management Consultant**

Conducted a detailed review of the client's internal program management and risk management policies and procedures. Provided enterprise and program risk management planning services including risk identification, assessment, response planning and control. Also conducted procurement process audits and completed a Lessons Learned Audit for a completed project.

University Health Network, Toronto, ON *

- **Project 2003, Toronto, ON**

Cost Control Manager of the \$437 million revitalization program involving the Toronto General and Toronto Western Hospitals. The program consisted of various new and renovation projects with multi project delivery models. Implemented project cost control system and procedures. Provided day-to-day support in the areas of budgeting, cost coding, cost review, cost monitoring and reporting, procurement, contract administration, close out, and contingency management. Provided various project cost and financial reports to the Steering Committee of the board as well as the Ministry of Health for funding purposes.

City of Toronto, Toronto, ON *

- **Ashbridges Bay Wastewater Treatment Plant, Toronto, ON**

Provided Risk management planning services including: risk identification, assessment, risk response planning and control for the \$125M Odour Control Facilities Program.



SEVAG KUPELIAN, CMA, PMP, LEED[®] AP

Principal

Regional Municipality of Durham, Pickering, ON *

- **Courtice Water Pollution Control Plant, Courtice, ON**
Implemented Program Cost Control System on the \$138M project in the pre-construction stage.

* Denotes projects undertaken for other firms

SCOPE / ROLE DESCRIPTION

<p>POSITION: PROJECT CONTROLS MANAGER</p>	<p>POSITION No.: PROJ.2.001</p>	<p>DATE PREPARED: 21-AUG-2013</p>
<p>DEPARTMENT: LCP Project Delivery Team</p>	<p>LOCATION : St. John's</p>	
<p>DIRECTION EXERCISED AND AUTHORITY:</p> <p>Under the authority of the Project General Manager, the Project Controls Manager will provide a leadership role to ensure fulfilment of Nalcor's overall cost and schedule delivery targets and objectives. The incumbent will also provide leadership of the Planning, Scheduling, Cost Control, Management of Change, Estimating, and Risk Management teams operating in St. John's and on all Work Sites.</p> <p>The incumbent will have a level of authority required for day-to-day decision-making, including financial approval authority as delegated by the Project General Manager</p> <p>In fulfilling this mandate, the incumbent is expected to liaise extensively with the site Project Control Managers, the execution teams and functional managers to ensure their full awareness of Project Control processes and requirements.</p>		
<p>DIRECTION RECEIVED AND REPORTING RELATIONSHIP:</p> <p>Reporting directly to the Project General Manager, incumbent is expected to interact extensively with direct reports, LCP Project Management, Site based Project Controls teams, Project and Area Managers, Area Construction Managers, and the function managers for Procurement and Accounting.</p>		
<p>PURPOSE AND SUMMARY OF SCOPE:</p> <p>As a key member of the Project Management Team, the Project Controls Manager is the overall leader and provider of project controls services having the primary responsibility to ensure Nalcor's cost and schedule targets and objectives are fulfilled. The incumbent will establish appropriate organizations, processes and systems to ensure that accurate cost and schedule control information is provided on a timely basis.</p> <p>Within the context of the Project Controls Management Plan (LCP-PT-MD-0000-PC-PL-0001-01), implement proven cost and schedule control methodologies and ensure the project is executed in accordance with associated procedures.</p> <p>Be responsible for overall LCP project controls integrity, including people, procedures/processes, tools, and reporting. Aggressively pursue cost reduction and schedule opportunities.</p> <p>Ensures both the Management of Change Plan and Risk Management Plan are correctly implemented and coordinated.</p>		

SCOPE / ROLE DESCRIPTION

PRINCIPAL ACTIVITIES, DUTIES AND RESPONSIBILITIES:

The duties and job functions of the **Project Controls Manager** shall include, but are not limited to, the following:

- Establish an effective Project Controls organization that is able to effectively support the delivery of the LCP project.
- Proactive support of a safety culture where “Nobody Gets Hurt.”
- Proactively identifying and working to resolve any issues that may jeopardize LCP’s cost and schedule targets.
- Overseeing the activities of the Project Controls teams in St. John’s and on all Work Sites to ensure the teams are fulfilling their obligations.
- Ensuring Project Controls procedures are developed and in place at each Work Site. Ensure Project Controls staff understand and implement these procedures at each Work Site.
- Establishing effective communication lines so as to maintain overall alignment on Cost and Planning control practices, procedures and reporting requirements.
- Providing strategic advice in the control of existing contracts and development of new contracting plans for all LCP site works.
- Champion the implementation of the Change Management process by leading management reviews and ensuring implementation at every LCP Work Site.
- Provide executive level participation, as required, with contractors and suppliers, to address issues of importance and solve pending problems
- Liaising with Project, Area and Area Construction Managers to ensure proper Project Controls organizations are in place and that cost and schedule controls have been implemented.
- Serving on the LCP Management Team.
- Provide leadership of direct reports covering Planning, Scheduling, Cost Control, Estimating and Change Management and ensure the organizations for these groups are sufficiently staffed and are operating within terms of approved procedures and guidelines
- See that the Project General Manager is kept fully informed on the status of the LCP Cost and Schedule baselines.
- Development, maintenance and status reporting of the overall LCP schedule, budget and cost forecast.
- Monitors implementation of all Project Control processes and procedures to ensure reporting integrity
- Monitoring and supporting each Project Work Site’s adherence to control processes;
- Establishing, maintaining and reporting on the status of the LCP cost and schedule baselines including the preparation of monthly reports and special progress reports;
- Maintaining the LCP Project Execution Plan, Project Controls Management Plan, Project Controls Procedures, Contract Coordination Procedures and other important documents.
- Implementing and maintaining the project management information system
- Recruiting Project Control resources for various Work Site teams and providing them with functional direction and support for Planning, Scheduling, Cost Control, Estimating and Change Management activities;
- Facilitating the release of work by ensuring that authorizations are in place;
- Developing and maintaining an overall Project co-ordination and control schedule and cost forecast and report regularly on their status relative to the Project Cost/Schedule baselines.
- Prepare PMT manpower and cost forecasts
- Ensure the review and approval of contractor’s project control procedures and compliance with the Contract Coordination Procedures. Ensure that all approved Contractor procedures are implemented and verified on a regular basis.

“Incumbent shall work in accordance with the Health and Safety Policies & Procedures and strive to eliminate any potential risk which could result in personal injury or occupational illness.”

"Incumbent shall be familiar with the Environmental Policy and Guiding Principles and applicable environmental Standard Operating Procedures."

SCOPE / ROLE DESCRIPTION

ACADEMIC QUALIFICATIONS:

Bachelor of Engineering or an equivalent combination of education, training and experience.

RELEVANT WORK EXPERIENCE AND REQUIRED COMPETENCIES:

- Extensive background (20+ years) on large engineering and construction projects with a focus on heavy civil / concrete works.
- Minimum of ten (10) years in Project Controls Manager positions on large construction projects. Site experience an asset.
- Demonstrated leadership skills in developing and leading diverse work teams.
- Commercially astute individual with a strong background in cost/schedule analysis. Claims management an asset.
- Excellent written and verbal communication skills (English);
- Experience with large national and international construction contractors.
- Experience with multiple forms of contracting including EPC, and compensation terms including unit rate, lump sum and reimbursable.
- Strong background in the application of Project Management Systems.
- Adaptability to perform in different work environments
- Ability to train/mentor personnel in the application of Project Control processes.
- Strong cost/schedule analytical skills
- Strong planning, budgeting and organizational skills.

JOB REQUIREMENTS, WORKING CONDITIONS, ETC.:

- Be an active member in a highly dynamic team environment that has tight deadlines, high pressure and visibility, requiring accuracy, initiative and ability to multi-task
- Possess strong people skills, with the ability to interact, motivate and lead team members.
- Excellent problem solving skills.
- Ability to plan work well, and to be well-organized.
- Be prepared to accept for responsibility and decision making authority.
- Demonstrate a willingness to adhere to Nalcor Energy’s vision and values.
- Must be willing to travel to Work Sites when required to do so.
- Must be able to work effectively as a key member of the Owners team within a multi-functional team environment (matrix style organization structure).
- Solution oriented.
- Must be able to work in a collaborative / supportive manner with stakeholders.

PREPARED BY: _____	APPROVED BY: _____
DATE: _____	DATE: _____