



Job Description

Information on the role		
Job title Project Manager – Environmental	Company Remea Canada	Location Quebec & Ontario mostly
Refers to The Project Manager and General Manager of Remea Canada	Work at the office (anytime, hybrid, teleworking) Hybrid (remote work possible, minimum 2 days/week in office or at client sites)	Status of the position Permanent, full time

1. About Remea

Remea Canada is a specialized environmental contractor focused on tackling some of the most complex remediation challenges across the country. As part of the global Remea network and a subsidiary of Menard, we draw on international expertise, innovative technologies, and a collaborative culture to deliver high-quality solutions for soil and groundwater remediation.

From private/municipal sites to federal programs, our diverse projects demand deploying proven technologies such as soil mixing, soil washing, water treatment, and containment systems. Our team thrives in demanding field environments, where technical excellence, teamwork, and a commitment to safety drive everything we do.

If you're looking to build a career, not just find another job, this is the place.

2. About the Role

We're looking for a Project Manager who brings strong leadership, practical field sense, and the right attitude. Skills can be learned; mindset and work ethic can't. We want someone who takes ownership, communicates clearly, works well with a small, agile team, and genuinely cares about doing work the right way.

As a Project Manager at Remea, you'll lead multiple environmental remediation and construction projects from planning through close-out. You'll work closely with Senior Management and cross-functional teams to deliver safe, efficient, and technically sound projects while building strong relationships with clients, partners, and field staff.

This role is ideal for someone who enjoys variety, wants to grow, and thrives in a hands-on, dynamic environment.

3. What You'll Do

As part of a small, high-performing team, you'll take ownership of projects from early planning through field execution and completion, ensuring safe, efficient, and high-quality delivery.

3.1 Health & Safety Leadership

- Champion a positive safety culture across all project sites.
- Ensure all work follows Remea's HSE policies, project-specific risk assessments, and relevant regulatory requirements.
- Support safety orientations, site hazard analyses, and corrective actions when incidents or near misses occur.

3.2 Project Planning & Mobilization

- Plan and prepare multiple projects simultaneously, supporting field teams and subcontractors.
- Develop and review project budgets, schedules, logistics, and resource plans.
- Participate in tendering activities, including reviewing specifications and preparing technical and administrative submissions.
- Coordinate with engineering and technical teams to validate assumptions, methods, and site requirements.
- Ensure all materials, equipment, and logistics are secured and aligned with project timelines.
- Conduct or support pre-mobilization site visits to confirm site conditions and setup requirements.

3.2 Project Execution & Oversight

- Lead day-to-day project operations safely and efficiently.
- Provide direction and mentorship to Site Managers, field supervisors, and project staff.
- Attend project kick-off meetings and ensure site conditions and work platforms are ready to support operations.
- Maintain clear, proactive communication with clients throughout project execution.
- Monitor budgets, production, schedules, and financial performance; support forecasting and reporting.
- Address technical, commercial, and operational issues promptly and professionally.
- Manage internal equipment rentals and coordinate with management and yard teams to ensure proper utilization.
- Maintain high standards of quality and ensure work meets technical specifications and client expectations.

3.3 Commercial & Contractual Responsibilities

- Support contract review and collaborate with Senior Management on commercial decisions.
- Prepare and submit project invoicing; work with accounting to resolve billing questions or discrepancies.
- Maintain documentation and support close-out requirements, ensuring clean project turnover.

4. What You Bring**4.1 Knowledge & Experience**

- Strong understanding of project management principles, including planning, scheduling, cost control, and team leadership.
- Experience in environmental remediation, contaminated sites, earthworks, heavy civil construction, or environmental contracting.
- Familiarity with remediation and construction equipment, field operations, and safety practices.
- Working knowledge of environmental or civil engineering concepts, including basic surveying.
- Proficiency with MS Office; experience with AutoCAD or MS Project is an asset.

4.2 Skills & Attributes

- A leadership style built on respect, accountability, and collaboration.
- Strong communication skills, both written and verbal.
- Ability to make sound decisions in dynamic field conditions.
- Problem-solving mindset with the ability to anticipate and address challenges proactively.
- Ability to read and interpret drawings, specifications, and technical documents.
- High level of organization and the ability to manage multiple priorities.
- Attitude-first approach: initiative, curiosity, humility, and a willingness to learn and teach.

5. Requirements

- Bachelor's degree in Environmental Engineering, Civil Engineering, Environmental Science, Construction Management, or related field.
- 5–10 years of industry experience, including 3–5 years in project or site management.
- Valid driver's license and willingness to travel to project sites across Canada.
- Ability to travel internationally for training or collaboration when required.
- Knowledge of OHS legislation and WCB requirements applicable to field operations.
- Legally eligible to work in Canada.

6. Assets (Nice to Have)

- Professional designations (PMP, EP, CET, P.Eng., P.Geo., or similar).
- Experience with contaminated site regulations across Canadian provinces.
- Certifications in HSE programs (COR, First Aid, TDG, WHMIS).
- Bilingualism (English/French).

7. Seniority level

Intermediate to senior Project Manager capable of leading projects independently while collaborating closely with Senior Management.

8. WHY JOIN US

- Small team with room to grow and make a real impact
- Hands-on work with innovative remediation technologies
- Supportive leadership that values attitude, initiative, and continuous learning
- Opportunities for national and international travel and collaboration



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9. Here is a quick summary of Rema's benefits

- Group insurance coverage effective from Day 1
- Employer-matched RRSP contributions at 4%, increasing up to 7% with seniority
- CASTOR global share purchase program, offering generous long-term benefits (eligible after one year)
- \$500 annual health allowance for reimbursement of gym and sports-related fees
- Three weeks of vacation to start, with increases based on seniority (negotiable depending on candidate's age and experience)
- Nine sick days per year
- Reimbursement for safety boots and glasses required during on-site visits
- Professional fees reimbursement
- Kilometre reimbursement for work-related travel
- Comprehensive employee support programs, including virtual care and EAP, provided through Telus Health