



CONSTRUCTION ASSOCIATION OF THUNDER BAY

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The CONSTRUCTION ASSOCIATION OF THUNDER BAY Is looking for a new GENERAL MANAGER!

Location: Thunder Bay, Ontario

Reports to: Board of Directors

Direct Reports: Administrative Support (1)

ABOUT CATB

The Construction Association of Thunder Bay (CATB) is the **collective voice of the construction industry across Northwestern Ontario**. We support contractors, suppliers, consultants, and industry partners by **advocating for fair practices, building workforce capacity, strengthening technical competence, and advancing the long-term health of the sector**.

CATB is entering an important next chapter. With major infrastructure investment on the horizon, growing workforce pressures, and evolving member expectations, **the Association is intentionally shifting from an operational service model toward a more strategic, externally focused, and influential industry leadership role**.

THE OPPORTUNITY

CATB is seeking a **General Manager who is energized by building relationships, advancing industry interests, and turning strategy into action**.

This is not an administrative role. It is a **senior leadership position for someone who is comfortable being visible, vocal, and present in the industry — meeting members on job sites, at council tables, in boardrooms, and across the region**.

You will be CATB's:

- **Chief relationship-builder** and advocate
- **Trusted advisor** to members and the Board
- **Strategic leader** responsible for moving the Association forward

With a lean internal structure, the successful candidate will be **self-directed, pragmatic, and unafraid to roll up their sleeves while keeping their eyes firmly on the horizon**.

WHAT YOU'LL DO

Lead CATB's Strategic Direction

- **Drive the implementation of CATB's Strategic Plan**, translating priorities into clear annual goals, work plans, and measurable outcomes

- Help shift CATB toward a more proactive, strategic, and industry-leading association aligned with national best practices
- Provide clear analysis, insight, and recommendations to support Board decision-making

Advocate and Represent the Industry

- Act as CATB's primary external representative with municipal, provincial, and federal governments, Indigenous partners, educators, and industry bodies
- Advocate on procurement practices, permitting, workforce issues, policy, and regulatory matters affecting Northwestern Ontario
- Monitor industry, economic, and legislative trends and translate their impact for members

Build Member Value and Industry Capacity

- Strengthening CATB's role as a trusted technical and advisory resource on contracts, risk, safety, and regulatory change
- Expand and modernize training, education, and professional development offerings
- Lead workforce development and youth engagement initiatives with schools, colleges, training providers, and partners

Lead a Lean, Effective Organization

- Oversee CATB's operations, finances, programs, communications, and events
- Provide leadership and direction to administrative staff, ensuring clarity, efficiency, and support
- Establish systems and processes that reduce risk, support modernization, and enable future growth

Ensure Financial Sustainability

- Develop and manage the annual operating budget
- Work with the Board to ensure strong financial oversight and transparency
- Identify opportunities to diversify revenue through partnerships, sponsorships, and programs

Support Strong Governance

- **Serve as the primary staff liaison** to the Board of Directors
- **Prepare Board materials** that elevate discussion from operations to strategy
- **Support governance best practices**, role clarity, and leadership effectiveness

WHO YOU ARE

You are a **mid-career leader** who:

- **Thrives in relationship-driven**, externally focused roles
- **Is comfortable advocating, negotiating, and representing** an industry
- **Enjoys working independently and taking ownership** of outcomes
- **Sees ambiguity as opportunity**, not risk
- **Is motivated by building something meaningful** and leaving organizations stronger than you found them

You are equally comfortable:

- Meeting members where they are — on job sites, at meetings, or over coffee
- Advising Boards and navigating governance environments
- Balancing hands-on problem-solving with long-term strategy
- Travelling, as required

Desired qualifications and experience:

- Post-secondary education in business, public administration, construction management, engineering, or a related field (sector experience is considered an asset)
- 7–10+ years of progressive leadership experience, ideally within construction, infrastructure, trades, or association environments
- Demonstrated experience working with Boards of Directors and a general knowledge of governance practices
- Experience in advocacy, stakeholder engagement, or public policy is a strong asset
- Strong financial acumen and comfort overseeing budgets and reporting

- Excellent communication, facilitation, and relationship-building skills
- Professional association management credentials (e.g., CAE) are considered an asset, but are not required.

Salary range: \$100,000- \$130,000

WHY THIS ROLE MATTERS

CATB is trusted, respected, and well-positioned — but under-leveraged. The next General Manager will play a pivotal role in shaping how the construction industry in Northwestern Ontario organizes, advocates, develops its workforce, and prepares for the future.

This is a role for someone who wants real influence, real relationships, and the opportunity to help an entire sector move forward.

HOW TO APPLY

Interested candidates are invited to **submit a cover letter and resume** outlining their experience and interest in the role. **All applications should be sent to Melissa Blackwell at melissa@compassleadership.ca by end of day March 13, 2026.**

CATB thanks all applicants for their interest; only those selected for an interview will be contacted.