

Project Management Lead (PML) – UK Water

Role Overview

The Project Management Lead (PML) drives best-in-class project delivery and is responsible for the operational project management community. Reporting to the Project Management Discipline Lead (PMDL), the PML works alongside the Client Service Director (CSD) and Regional Commercial Lead (RCL) to ensure commercial alignment with business objectives. The PML leads a team of Project Managers and supports the deployment of Stantec's project management practices within their assigned operation and framework.

This is not a full-time functional role; outside of leadership duties the PML spend their time supporting and delivering active projects, framework delivery, and business development activities.

Project Management Tier Rating – 4

SAM Level Approval – 2

Key Role Objectives

The PML plays a key role in supporting the CSD and RCL by ensuring project budgets align with commercial strategy and outperformance plans, projects are planned and delivered effectively, and compliance with Project Management Framework (PMF) and Sarbanes-Oxley (SOX) controls is maintained. The PML is responsible for monitoring and reporting on the commercial, quality and risk position of projects.

The PML is responsible for commercial performance and are expected to lead with ownership, resilience, and professionalism. When facing complex or challenging situations to implement corrective actions for distressed projects and address unusual problem situations, the PML is expected to engage the CSD, RCL, and PMDL when needed to support this effort.

The PML will have a good understanding of our clients, their business objectives and will have excellent working relationships with commercial leadership within client organisations, maintaining strong client relationships through regular face-to-face engagement.

The PML will champion excellent relationships between Project Managers (PM) and Project Technical Leads (PTL) ensuring that project leaders collaborate effectively to manage commercial and technical project matters including delivery risk and earned value.

The PML will support proposal reviews, assess contractual requirements, and identify underperforming projects to drive timely resolution. As part of the project delivery leadership team, they will engage stakeholders across disciplines and may be asked to support additional responsibilities as required.

Key Responsibilities

- Lead Health, Safety, Security, and Environment audits and promote SaferTogether culture, encouraging and educating project teams.
- Work in a manner to protect the health and safety of Stantec employees, clients and the public by following company health, safety and security guidelines and policies.

- Visible, engaging leadership driving consistent best-in-class delivery in alignment with the PMF, SOX, and governance requirements.
- Support the CSD in project-centric components of day-to-day operation including project delivery performance, go/no-go decisions, pricing strategies, risk management, change management, forecasting and budgeting, and performance reporting.
- Support the PMDL in the assignment of specific and appropriate training for PMs, including coaching, mentoring, and performance reviews.
- Maintain a competency matrix and maturity assessment of PMs to support assignment of projects and proposals to appropriately qualified and experienced Project Managers and support succession planning. The PML is expected to engage the CSD, RCL, and PMDL when needed to support this effort.
- Ensure PMs are fully integrated with the Global Delivery Centre and deliver against framework specific global working targets and resource optimization.
- Lead contract compliance ensuring PMs administer Contracts in accordance with requirements, including early warnings, compensation events, and payment applications.
- Lead monthly project management review process, including PM completion of estimate to complete (ETC), estimate at completion (EAC), and revenue recognition, and approval of EACs in accordance with Stantec's compliance program
- Undertake Project Independent Reviewer activities and support PMs in project setup activities, intercompany agreements, and subcontracts.
- Identify and recommend improvements to work processes, policies, and procedures to enhance project execution, control and monitoring at the project level.

Performance Metrics

- Full compliance with global business governance and HSSE policies.
- Delivery of projects within budgets set with minimal project adjustments, margin erosion and swift resolution of contractual matters.
- Delivery against business center GM, DSO, and IGW targets.
- High client satisfaction KPI scores.
- Forecasting accuracy within $\pm 5\%$.
- EACs submitted and approved in line with SOX compliance.

Key Stantec Relationships

- PM Discipline Lead (PMDL)
- Client Service Director (CSD)
- Regional Commercial Lead (RCL)
- Project Technical Leads (PTL) and Project Managers (PM)