



APLIN MARTIN

Job Title: Remote Sensing Lead

Location: Surrey, BC

About Us

Aplin Martin is a full-service Civil Engineering, Architecture, Planning, Environmental and Survey company, celebrating over 56 years of success in making sustainable communities a reality across Canada. Over the five decades, the Aplin Martin family has grown into a multi-disciplinary firm of 350+ talented and dedicated professionals delivering innovative and practical design solutions, approval strategies, and project management services to our clients in BC, AB, and ON. We are dedicated to nurturing our employees' growth and development and providing a supportive environment with a strong emphasis on mentorship and professional development that ensures a rewarding career within our organization.

Position Overview

Reporting to the Chief Operating Officer (COO), the Remote Sensing Lead will organize, direct, monitor and appraise the activities of the Remote Sensing division. In addition, they will have some project management responsibilities. The Remote Sensing Lead is responsible for achieving the department's financial and operating goals and objectives.

Essential Job Functions

- Provide leadership and direction to staff on both professional and personal levels; achieving financial goals and objectives and increase operating performance. Involved with preparing budgets, creates businesses plans, and solves internal issues as they arise
- Implement corporate directives
- Monitors division performance targets relating to quality, schedule, budget, and cost recoveries
- Supports the sales activity relating to the division
- Contribute to the enhancement of the Company's profile by representing the company at business and community functions/events
- Conduct performance review on staff within the division
- Engage with other Managers in establishing commonalities.

Job Functions:

Marketing/Business Development

- Identify new revenue generating opportunities within the context of the core competencies of Aplin Martin and assist in developing a strategy to secure these opportunities
- Perform competitor analysis and identifying closing gaps to capitalize on market opportunities
- Participate in various professional organization events
- Review marketing materials for specific needs and revisions for marketplace
- Provide website update material.

Operations

- Chair weekly workload meeting
- Review workload conflicts and reallocate resources
- Enforce company policies and protocols and advise staff on changes to current company policies and protocols
- Refer project issue and complaints to specific project manager
- Review major reports and proposals (both contents and fees)
- Assess fee level versus current climate and workload on a monthly basis
- Review and prepare division operation budget

Financial

- Review performance against operating plans and standards. Provide reports to Senior Management on interpretation of results and recommends changes in the direction of plans
- Work with branch team and COO to improve the financial performance of the company by maintaining Accounts Receivables that achieve the established thresholds levels as set by the organization
- Ensure monthly billing is accurate and completed on time according to company monthly processing schedule

Human Resources

- Responsible for performance management and improvement systems
- Provide coaching and mentoring and conduct evaluations of all subordinates
- Perform stage II conflict resolution include formal written record
- Perform interview for potential staff
- Undertake staff dismissal
- Compensation review / probation review

Inter-department Coordination

- Discuss resource allocation and projection, monthly
- Discuss project opportunities and marketing direction
- Review fee levels both efforts and charge out rates
- Needs of the office (equipment, admin support, information)

Office Protocol Standardization

- Identify operational issues and come up with skeleton protocol
- Review draft policy and discuss with Corporate Executive team and other Managers
- Apply office policy

Qualifications and Skills:

- Minimum 8 years of experience within the Survey/Geomatics field
- Registered Land Surveyor or a P.Eng. within the Province of work (or approved equivalent).
- Strong business development and/or sales experience together with ability to network and generate leads.
- Experience using remote sensing technology, 3D modeling software etc.
- Valid Driver's License.
- Excellent interpersonal and communication skills.

- Ability to work simultaneously on several different projects and with multiple lead designers.
- Knowledgeable in civil engineering design principles.
- Knowledge of tender preparation and construction administration.
- Ability to apply strong leadership skills to create a positive and effective team environment.
- Strong customer service skills including business development and service delivery.
- Requires a willingness to work a flexible schedule.

Compensation

The salary range for this position is \$113,017 to \$138,491 per year, commensurate with experience, skillsets, and qualifications.

Benefits & Rewards

- Comprehensive health benefits package that includes medical, dental, vision, an employee assistance program, life insurance, AD&D and LTD
- Education assistance program
- Monthly health & fitness allowance
- Group RRSP program & employer matching
- Flexible working arrangements
- Equal opportunities for career growth and advancement within the organization
- Fun social, team building events and professional development activities
- A Culture that supports learning, collaboration, and work-life balance

Please apply through our [careers page](#). If you have any questions about accessibility or require any assistance during the hiring process, contact us at careers@aplinmartin.com.

Aplin Martin is committed to fostering a supportive, diverse, and inclusive work environment where all employees feel valued, respected, and empowered to bring their authentic selves to work. We actively encourage applications from candidates of all backgrounds and identities.

Aplin Martin is an equal opportunity employer and welcomes applications from candidates of all backgrounds. We thank all applicants for their interest, but only those selected for an interview will be contacted.