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Ministry

Infrastructure

Describe: Basic Job Details

Position

Position Number

Working Title (30 characters)

Junior Project Coordinator

Current Class

Requested Class

Job Focus

Operations/Program

Supervisory Level

00 - No Supervision

Business Unit

Dept ID

Program Code

Employee

Employee Name (or Vacant)

Organizational Structure

Division, Branch/Unit

CPDD/MCP - Group D

Current organizational chart attached?

Supervisor's Position Number

Supervisor's Working Title (30 characters)

Supervisor's Current Class

Design: Identify Job Duties and Value

Job Purpose and Organizational Context

Why the job exists:

Reporting to the Project Manager, Health Facilities Branch, the Junior Project Coordinator is responsible to assist in the delivery and implementation of health capital projects from design development through construction, building & operational commissioning and turnover stages for assigned capital projects. The Junior Project Coordinator is the liaison between the client/user, consultants and the construction team and must balance client/user needs within project constraints, obtaining maximum cooperation between client/user groups, support departments, external agencies, consultants and contractors.

The Junior Project Coordinator supports the team in advising the users of construction activities, advises the construction team of users concerns, works with Health Service Providers & Health Shared Services to support the coordination of service shut-downs and inspections, ensures the constructors are adhering to the facility guidelines, prepares cost estimates and schedules, and participates in value engineering exercises, contract administration (progress claims, financial controls, project reporting, post occupancy and warranty services).

The Junior Project Coordinator is a key member of the project team and supports the delivery of capital projects to ensure they are delivered within scope, budget, time, and quality to client's satisfaction and within safe working conditions. The Junior Project Coordinator identifies resolution of contract

deviations to ensure projects move ahead and on schedule and maintains effective communications and relationships with all clients and stakeholders.

Responsibilities

Job outcomes (4-6 core results), and for each outcome, 4-6 corresponding activities ([sample policy research job](#)):

Establishes and maintains a network of relationships to influence decision-making affecting project outcomes with internal groups/departments.

- Provides assistance to Project Coordinators and Project Managers to ensure that projects are progressing and that issues and problems are addressed and resolved
- Facilitates construction meetings to maintain awareness of related issues, problems and project schedules
- Facilitates access to various resources to ensure that issues are identified and resolved
- Provides direction to contractors and other internal staff to ensure that project requirements are understood and adhered to
- Manages ongoing customer relationship building and management
- Generates meeting minutes and other standard business communications

Assists project manager in project planning.

- Reviews functional programs and project design to ensure that all construction requirements have been included, e.g. decanting, demolition and building system issues
- Reviews and approves all time and material work sheets and process progress claims
- Initiates and chairs construction start up meetings on assigned projects.
- Organizes site shutdowns and advises all affected areas of impact on their services, staff and equipment
- Meets with users during construction to ensure users are kept up to date with project details, status, budget and schedule
- Meets with clients after move-in to review area and make any necessary adjustments, as appropriate
- Liaisons between the customer / user, the design and construction team, facilities management and commissioning agent during construction
- Provides direct interface as the owner's representative to monitor the Prime Contractor's ability to manage their responsibilities under the Occupational Health & Safety Act, Regulation and Code
- Simultaneously organizes, prioritizes and manages project issues of varying scope and complexity
- Coordinates construction work being performed in order to minimize service disruptions

Participates and assists with all stages of project design, construction and operational commissioning activities (on multiple projects).

- Participates in the review of drawings and specifications to ensure adherence to building standards and coordinates input from client users to confirm functionality where appropriate
- Provides input to the analyses of technical and situational information to determine potential impact on services, facilities, systems and/or staff
- Prepare schedules and cost estimates
- Attends construction meetings
- Arranges for site related work permits, constructor tags and constructor access
- Coordinates/monitors construction progress on a daily basis
- Coordinates specifications for signage
- Ensures site hazards are conveyed to the appropriate persons related to the project site
- Performs frequent inspections of work area and site documentation to ensure all policies and procedures are being followed and all work is carried out as per quality time and safety regulations/specifications
- Provides site inspection of work area, procedures and site documentation to monitor the Prime Contractor's ability to manage site safety and infection control aspects of the work
- Ensures that area hazard assessments are completed and information is communicated to the Contractor before the start of work

Ensures appropriate reporting and quality control of assigned capital projects

- Assists the Project Coordinator in providing reports and briefings to the Project Manager to update project status, provide cash flow projections and cost information
- Supports Project Accounting with reporting processes
- Ensures accurate and timely reporting
- Ensures as-builts and Operational and Maintenance manuals received from consultants are recorded and entered into project management tracking system
- Ensures that safety related problems and deficiencies are reported to the Project Manager for follow-up and review
- Administers the overall project document management system.

Leads and facilitates building commissioning and moves

- Assists the Project Coordinator in coordinating all moves at the site and ensures the resolution to identified deficiencies
- Provides information and updates on work requirements and progress
- Meets with users to review arrangements/requirements for moves and schedule pre-move tasks
- Arranges for all communication, information, and security system moves and relocations
- Arranges for movers to relocate physical equipment / furniture
- Facilitates testing and equipment inspection processes
- Ensures that all areas are safe or hazards identified and communicated to users
- Support all aspects of employee and furniture/ equipment moves from office to office, building to building or site to site including the coordination of all partners listed under project coordination. Moves vary from one person to 300 person moves and various programs depending on assigned project.

Problem Solving

Typical problems solved:

Conflicting priorities between the the construction work and the need to keep a health care facility fully operational. Some areas (or systems) need to be shutdown for work to take place, however the facility will often be reluctant to shut down those areas. The Junior Project Coordinator will often have to be involved in negotiating the shutdown with the contractor and the facility.

Types of guidance available for problem solving:

Procedural guidelines, peers and supervisors

Direct or indirect impacts of decisions:

The effectiveness of the health care facility to deliver services, as well as, the schedule and cost of the construction work.

Key Relationships

Major stakeholders and purpose of interactions:

Internal Contacts:

Project Team - daily - to exchange information and receive direction

Senior officials within Infrastructure - ongoing - to provide project updates and status reports

External Contacts:

Site Administration - ongoing - to address project issues and clarify user requirements

AHS Planning Liaison - ongoing to exchange project and planning information

Users - ongoing - provide internal process leadership, project status reports, clarify or resolve issues, influence operational decisions and manage expectations, and coordinate logistics

AHS Equipment Planning and Procurement - ongoing - to coordinate the delivery and installation of furnishings and equipment and coordinate logistics of moves

Site staff such as facilities maintenance and engineering - ongoing - to coordinate shut-downs, security access, cleaning, safety requirements, infection control requirements

IT Support Services - ongoing - to coordinate the installation and termination of voice and data lines, exchange information, product and upgrade selections

OH&S - ongoing - exchange information and ensure understanding of Prime Contractor's responsibilities
Consultants - ongoing - participate in project design and construction meetings to address concerns, answer questions, provide technical input, and network
Construction Contractors - participate in construction meetings to address concerns, answer questions, and ensure adherence to procedures
Inspectors - as required - networking, answer questions, exchange information.

This position deals with a diversity of specialized clients and stakeholders as well as consultants/contractors. There is considerable skill needed to balance diverse and, occasionally, conflicting interests and requirements within approved budgets. The Junior Project Coordinator needs to be sensitive to the organizational climate and its key players and to know where to go for information to resolve issues. Projects are often clearly defined at a conceptual level; however, require varying degrees of analysis to determine the detailed steps and impact on the affected department/site. Complexity is affected by multiple phases, multiple projects, and some projects requiring complex mechanical and / or electrical systems. Problems dealt with can be technical, operational or people related, with each requiring different skills to resolve.

The Junior Project Coordinator is expected to understand the contractual relationship between Infrastructure, the Contractor and Alberta Health Services. He/she must also monitor and report on safety performance of the party responsible for site Occupational Health and Safety to ensure a safe project working environment. Examples of potential impacts include:

- Poor performance could result in staff and patient safety issues, i.e., infection prevention problems due to poor construction practices
- The impact of poor decision making during design and construction can result in delays
- During construction it is necessary to shut down critical life support systems such as medical gas and critical power. Completing this task within a 24 hour operation acute care facility without disturbing the adjacent services can be a challenge, sometimes life threatening
- Some facilities may have the presence of asbestos and other hazardous materials. When working in close proximity to hazardous material, special precautions must be followed. Each encounter is dealt with on an individual basis.
- Renovating within an existing facility is also a challenge to maintain mechanical air supply and air exchange rates. Changing the use of a space may require a different air exchange rate. We must ensure proper balancing of the air is maintained.
- Construction in or around high traffic/sensitive areas of a hospital present the greatest challenge to Project Management.

Projects could range considerably from \$5 million to over \$1 billion. Impact also ranges from limited (i.e. small group of clients) to broad impact on services to the public. The position's ability to ensure that projects are progressing on schedule ultimately impacts the service provided to patients and to the public.

- Projects not properly implemented will have significant impact on cost and quality of work as well as the possible safety issues that could arise.
- During construction, life support systems may be required to be shut down. Care must be taken to ensure the downstream systems are redirected to maintain the remaining parts of hospital. This could be life threatening if the service was essential to the delivery of care (such as an ICU or dialysis).
- During construction unforeseen problems are discovered. A decision must be made to rectify the problem without knowing cost. In a 24-7 operation, the cost of delay can be more significant than the cost to fix the problem. A timely decision is sometimes a gut feeling response based on your qualified experience.
- The work must be coordinated and organized around operation of the facilities/sites, which are public access 24 hour continuous operations.

The Junior Project Coordinator is responsible to assist in monitoring project budgets (\$5 million to \$1 billion), identify variances and verify and review progress claims. The Junior Project Coordinator must

be able to provide accurate and timely cost control reports for designated projects.

The Junior Project Coordinator functions independently in dealing with operational project issues. The position will also determine acceptable products to be used in projects. Consultant/contractor problems and issues, e.g. deviations from contract requirements are dealt with independently either through direct intervention or through intervention of the Project Manager. The position influences procedural decisions and the establishment of standards and schedules.

Issues that are outside of the approved scope of the project are referred to the Project Manager/supervisor, such as possible cost overruns or scope creep issues that might affect the timely and successful completion of a project; safety issues that might affect staff/patients; and issues with performance of consultants or contractors that may impact the success of the project or operations.

Required Education, Experience and Technical Competencies

Education Level	Focus/Major	2nd Major/Minor if applicable	Designation
Diploma (2 year)			

If other, specify:

Post secondary diploma in Architectural/Engineering technology, journeyman tradesman

Job-specific experience, technical competencies, certification and/or training:

Training: In addition to the technical requirements, training is required in Occupational Health & Safety and Business Administration/Management, as well as MS Word, Excel, Access and Project.

Experience:

Minimum 6 years of related experience including hospital or medical facility construction experience or as a superintendent in construction related building industry; and/or 8 to 10 years trade experience in hospital or medical facilities construction.

License(s)/Certificate(s): Driver's License (Class 5)

Knowledge:

- Knowledge of the construction industry, including construction and building codes
- Knowledge of the Facility Construction Standards and Guidelines, building materials, components and assemblies and the design / construction process
- Knowledge of construction agreements and associated contracts
- Knowledge of inspection and testing requirements
- Knowledge of computer assisted design and project management software systems
- Knowledge of project management theories, principles, practices and processes
- Understanding of contract law
- Understanding of construction practices and processes
- Knowledge of Occupational Health & Safety Act, Regulation and Code
- Knowledge of various parties Occupational Health & Safety responsibilities

Skills/Abilities / Competencies:

Negotiation Skills - ability to effectively explore alternatives and positions to reach outcomes that gain all parties

support and acceptance

Communication Skills - ability to effectively present and clarify requirements, expectations, ideas and concepts

to various audiences/stakeholders

Organizational Skills - ability to orchestrate multiple activities at once to accomplish results

Leadership Skills - creates and achieves results by engaging and influencing individual, group or

departmental goals
 Teamwork / Team Building - ability to inspire and guide individuals toward goal achievement
 Analytical Skills - ability to analyze and interpret diverse and complex technical and operating information to develop appropriate response
 Technical skills - Ability to interpret construction drawings and construction specifications, establish project budgets and schedules
 Business Acumen - knowledgeable in policies, practices, trends and information affecting the business and organization
 Problem Solving - ability to develop and communicate solutions/responses to diverse user problems/ requests
 Safety training - Exposed to hazardous and toxic chemicals and gases associated with hospital facilities. Also exposed to physical safety issues within a construction zone during site visits / inspections.

Behavioral Competencies

Pick 4-5 representative behavioral competencies and their level.

Competency	Level					Level Definition	Examples of how this level best represents the job
	A	B	C	D	E		
Creative Problem Solving	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Focuses on continuous improvement and increasing breadth of insight: <ul style="list-style-type: none"> • Asks questions to understand a problem • Looks for new ways to improve results and activities • Explores different work methods and what made projects successful; shares learning • Collects breadth of data and perspectives to make choices 	
Drive for Results	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Works to exceed goals and partner with others to achieve objectives: <ul style="list-style-type: none"> • Plans based on past experience • Holds self and others responsible for results • Partners with groups to achieve outcomes • Aims to exceed expectations 	
Develop Networks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Works on maintaining close relations with all stakeholders: <ul style="list-style-type: none"> • Identifies key stakeholder relationships • Has contact with range of interested parties • Actively incorporates needs of a broader group 	

		<ul style="list-style-type: none"> • Influences others through communication techniques 	
Build Collaborative Environments	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	Facilitates open communication and leverages team skill: <ul style="list-style-type: none"> • Leverages skills and knowledge of others • Genuinely values and learns from others • Facilitates open and respectful conflict resolution • Recognizes and appreciates others 	

Benchmarks

List 1-2 potential comparable Government of Alberta [Benchmarks](#):

Assign

The signatures below indicate that all parties have read and agree that the job description accurately reflects the work assigned and required in the organization.

Employee Name	Date yyyy-mm-dd	Employee Signature
Manager/Director Name	Date yyyy-mm-dd	Manager/Director Signature
Executive Director Name	Date yyyy-mm-dd	Executive Director Signature
ADM Name	Date yyyy-mm-dd	ADM Signature