



2023

On-Site +
SitePartners

Present:

40 UNDER 40

IN CANADIAN CONSTRUCTION

A black and white photograph of a construction site. In the foreground, two construction workers wearing hard hats and safety vests are looking at a set of blueprints. One worker is holding the blueprints, while the other is pointing at them. In the background, another worker is visible on a higher level of the structure, also wearing a hard hat and safety vest. The construction site is filled with various materials and equipment, including a forklift and a ladder.

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Welcome to the Class of 2023

On behalf of Northbridge Financial, we are honoured to be the sponsor of *On-Site Magazine's* 2023 Top 40 Under 40 in Canadian Construction celebration.

The construction industry has seen significant change this year. Like many industries, there was a great deal of growth and innovation, which can be tough to keep up with. However, this year's 40 Under 40 have done just that, and even excelled.

Northbridge is proud to recognize this group of exceptional, progressive, and innovative young leaders who are advancing the movement of construction in Canada. Not only do these individuals represent the next generation of leadership in Canada's construction sector, but they are also actively involved in teaching the future generations of industry professionals.

Each of the nominees shares some key common traits, including operating ethically, fostering innovation, and leading by example. These individuals represent companies engaged in some of Canada's largest and notable infrastructure and ICI projects, making use of novel construction techniques and the newest technologies available to the construction sector. Because of this, we are very confident in the future of our vibrant and diverse industry.

We also would like to extend our sincerest appreciation and gratitude to all of the individuals who took the time to recognize and nominate members of their organization or work communities, along with the firms that give these individuals the opportunity to grow and thrive within their roles.

A big congratulations to all who have been recognized. Northbridge Insurance thanks you for your contributions to the construction industry, which have resulted in immense growth. We're proud of everything you have achieved thus far, and excited to see what you will achieve in the future. We are proud to be able to serve the construction industry as a trusted insurance partner and are excited to be a part of building a safer and brighter future.

Sincerely,

Adam Collier
Underwriting Director
Northbridge Insurance

A CELEBRATION OF LEADERSHIP

The fourth edition of the Top 40 Under 40 in Canadian Construction, as presented by *On-Site Magazine* and SitePartners, is pleased to recognize the following 40 talented individuals who are making their mark on the construction industry in our country. From developing forward-thinking processes to ensuring that the generations following them will have the tools, knowledge and support they need to forge their own careers, these young professionals represent the best of the best who illustrate the great opportunities that exist in today's construction sector.

Congratulations to the 40 Under 40 in Canadian Construction, Class of 2023!



AHMED MONTASER
Project Controls Director
Acon Group
Toronto, Ont.
Ahmed Montaser, director of integrated operational controls at

Acon, is making his mark on construction and engineering. He has had a hand in such major Canadian projects as the Eglinton Crosstown West Extension, the GO Rail Expansion program and the Darlington Small Modular Reactor Project. While Ahmed holds a master's in construction engineering and management, he is also highly experienced in planning, engineering and construction of major infrastructure and energy projects. Ahmed implements innovative integrated project controls and BIM processes and develops digital tools to fortify project management from the earliest planning stages to execution to eliminate waste and establish project execution strategies. His impact goes well beyond projects, showing a commitment to the community by mentoring immigrant engineers and sharing knowledge at conferences. His seven publications, including insights into hydropower construction, demonstrate his dedication to advancing industry practices.



ALLISON HURLEY
Director, Design Build (Civil)
EllisDon
Mississauga, Ont.
Allison Hurley first joined EllisDon as a

co-op student in 2010 and has worked her way up by excelling in several positions requiring multidisciplinary leadership, including project coordinator, bid manager, and business development manager. She has been instrumental in a series of successes for EllisDon, from building the company's reputation in the B.C. market to shepherding successful bids for a wide variety of big-ticket civil projects in Ontario and Quebec. Allison's educational background is equally diverse. Having earned an honours degree in applied bio-molecular science from Lakehead University and an MBA from Vancouver Island University, she has also furthered her industry knowledge through various construction related courses. In addition to her personal achievements, Allison also finds time for mentoring, volunteering, contributing to industry groups, and sharing knowledge with respect to new contracting models.



ANDREW BIGIONI
Director, Commercial, Contracts, and Corporate Legal Services
Hatch Ltd.
Toronto, Ont.
Andrew Bigioni has

been a key player in numerous prominent infrastructure projects in Canada and abroad, including the Keeyask Hydropower Station in Manitoba, LRTs in Ontario, Alberta and the United States, several billion-dollar bridge refurbishments across the country, and both the expansion of the Go Train system and redevelopment of the Port Lands in Toronto. Having previously worked as a labourer, surveyor and foreman before becoming a lawyer, his in-depth knowledge of the construction industry has made him a crucial adviser and problem-solver for his employers, as well as their clients and partners. From project development to execution and delivery models, Andrew helps colleagues and clients alike to get things done. He even helped to pick up the pieces after Canada's first P3 default, negotiating a deal that got the project back on track. Andrew's inventiveness and can-do attitude make him a facilitator par excellence, and he also helps younger lawyers to follow in his footsteps.



ANNIK FORRISTAL
*Equity Partner and
 Co-Group Head, National
 Infrastructure and
 Construction Group
 McMillan LLP*
 Toronto, Ont.

Annik Forristal was an engineer before she became a lawyer, giving her unique and valuable perspectives from which to advise clients in the construction industry. The success of her practice is evident by many measures, starting with the high profiles of the clients and projects she has advised, among them Rogers Stadium Limited Partnership (renovation of Rogers Centre) and The Hospital for Sick Children (including its Project Horizon campus redevelopment). Annik also worked with the Ontario Association of Architects to update their standard form contracts. Recognized by multiple organizations as one of Canada's leading construction and infrastructure lawyers, she also received McMillan's in-house Leadership in Mentoring Award. Annik's devotion

to the construction industry is manifest in the sheer number of activities she undertakes on its behalf, including strong advocacy for best practices and working with opposing counsel in a spirit of partnership rather than of animosity.



ANTHONY BURDEN
*Partner
 Field LLP*
 Calgary, Alta.
 Anthony Burden is a highly regarded Calgary-based lawyer whose

practice focuses heavily on construction. He has appeared as counsel of record in more than 20 written court decisions – usually as lead or sole counsel for the successful party, and typically opposite much more senior counsel. Anthony is also the author of dozens of articles, most of them on construction law, and is closely involved with numerous professional and industry groups, including the Canadian Bar Association's National Construction

and Infrastructure Section, the Society of Construction Law – North America, and the Calgary Construction Association. In his own workplace, Anthony is devoted to supporting the development of both summer students and articling students and is on his firm's Wellness Team. Since 2015, he also has provided pro bono law services to needy clients who cannot afford legal counsel.



ANTON RICAFORT
*Innovation
 Director - Americas
 Acciona*
 Vancouver, B.C.
 As innovation direc-

tor for the Americas, Anton Ricafort is a key part of keeping Acciona's operations on the cutting edge. With 15 years of global experience, Anton has become integral to fostering innovation, talent development and sustainable infrastructure practices. Anton recently orchestrated the company's inaugural North America Innovation Awards, engag-



CONGRATULATIONS
 LAUREN AND MACKENZIE
 FOR BEING TWO OF ON-SITE
 MAGAZINE'S TOP 40 UNDER 40!

**FORWARD.
 TOGETHER.**



Lauren Cooper
 Senior Project Manager,
 Construction



Mackenzie Spurr
 Operations Manager,
 Energy

ing over 70 employees from the region to devise creative solutions enhancing operational efficiency. As a key contributor to redesigning Acciona's co-op program, he continually helps develop emerging talent. Notably, he contributed to Acciona's successful launch of its Silicon Valley Antenna, which has opened a gateway to cutting-edge technological trends. His peers noted that he leads with an innovative mindset, strong industry knowledge and most importantly, empathy and a genuine interest in developing talent and advancing the construction industry.



ASHVIN GHURBURRUN

*Senior Project Manager,
Civil Projects*

**PCL Construction
Management Inc.**

Ashvin Ghurburrin

came to Canada as an immigrant working at a Montreal call centre. After entering

the construction industry, he began rising through the ranks. Starting as a field engineer, he eventually became construction engineer/COO of MND North America, overseeing four diverse lines of business in Canada and the U.S. Today, as the senior project manager for civil projects at PCL Construction in Calgary, Ashvin has amassed an 18-year track record of achievements that spans multinational bridges, infrastructure, and geotechnical design endeavors. This includes working on a first-of-its-kind detachable aerial tramway in Canada and the U.S., boosting concrete design and quality assurance for LaFarge Precast in Calgary, managing remote Parks Canada infrastructure projects, and collaborating on the \$3.7 billion Turcot Interchange design rehabilitation and feasibility study at Quebec Transportation. He attributes his success to applying value engineering to the field, constructability, leadership and community engagement.



BRAD CYR

*General Manager,
Quebec*

EllisDon

Montreal, Que.

Brad Cyr exemplifies EllisDon's core value

of entrepreneurial enthusiasm, but just as importantly, he's built a culture of freedom, trust, and innovation where everyone has the ability to drive the business and their own career to the fullest. Brad got his start as a field engineer, then moved up to assistant superintendent before shifting into project management. When EllisDon decided to enter the Quebec market for the first time in its seven-decade history, he embraced the challenge, relying on his rich experience with different types of projects, clients, and contracts to ensure a successful expansion. The Quebec office now boasts over 100 employees and is establishing EllisDon as a premiere construction services company within the market. Having studied civil engineering at



Congratulations Will,

on your well-deserved recognition as one of the

TOP 40 CONSTRUCTION PROFESSIONALS UNDER THE AGE OF 40!

We are proud of your achievements and the invaluable contributions you make to UAPICBC and Local 170!




Carleton University and corporate finance at Wharton, Brad also carries numerous certifications, including construction law, leadership in energy and environmental design, project management professional, and virtual design/BIM.



BRANDON BIRD

CEO

Bird Mechanical Ltd.

Newmarket, Ont.

Brandon Bird combines the ingenuity of an old-school tradesperson

with the vision of a forward-looking leader. His personal certifications include Red Seal Plumber, Forklift Class 1-7 Instructor, Aerial Work Platforms Instructor, WHMIS Instructor, and Construction Health and Safety Representative. As the third generation to run his family's business, Bird has led multiple acquisitions, expanding the company's services into strategic construction management, as well as its

geographic footprint as it entered Atlantic Canada, all while personally supervising its project management, estimating, fabrication and administration teams. Among other roles, he also sits on the boards of both the Mechanical Contractors Association of Toronto, leading its Education Committee, and the Durham College Foundation, and has helped to fund the latter's efforts to impart more skilled trades. His dedication has made Bird Mechanical a unique player in the industry, empowering it to win high-profile contracts and provide safe conditions and generous benefits for its employees.



CHERYL LABIRIS

Lawyer

Singleton Urquhart

Reynolds Vogel LLP

Toronto, Ont.

As a lawyer with Singleton Urquhart

Reynolds Vogel LLP in Toronto, Cheryl

Labiris has been using her legal talent to assist some of the country's largest construction projects. Cheryl has been involved in several successful, nine-figure settlement negotiations, and co-lead the negotiation and settlement process in relation to resolving over 100 discrete claims totaling over \$1 billion. She is also part of Canadian legal history with her involvement in the first-ever COVID-19 application in North America. With Cheryl's assistance, Singleton Reynolds was successful in overturning the contractor's successful COVID-19 application at the Ontario Court of Appeal, which involved the declaration that COVID-19 was an emergency, and that the owner directed the contractor to perform additional and overriding procedures. Cheryl thrives on finding unique solutions based on the specific factual matrices at play and is a true forward-thinker and a significant contributor to the construction law bar.



GEOFF HOWE

*District Manager
Ottawa, ON*



ASHVIN GHURBURRUN

*Senior Project Manager, Civil Projects
Calgary, AB*

CONGRATULATIONS TIMES TWO!

PCL Construction congratulates Geoff Howe and Ashvin Ghurburrn on being named to the *On-Site Magazine + SitePartners* Top 40 Under 40 in Canadian Construction list. Their leadership and unwavering commitment to excellence ensures PCL's continued success atop Canada's construction industry.

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CONSTRUCTION



**CHARBEL (CHUCK)
ANDARY**
*Senior Legal Counsel
Windsor-Detroit Bridge
Authority*

Windsor, Ont.

Chuck Andary acts as

senior legal counsel at the Windsor-Detroit Bridge Authority where he manages legal risk on the \$5.7 billion Gordie Howe International Bridge project and liaises with numerous government stakeholders. With nine years of experience in construction law, Chuck has also represented contractors, sureties and owners in various infrastructure projects, and teaches construction law at the University of Windsor's Faculty of Law. He has made significant contributions that have shaped the industry and facilitated the successful execution of major infrastructure projects, including his role in Ontario's expert review of the Construction Lien Act, where his team's recommendations were instrumental in the subsequent

overhaul of the province's lien legislation. He is also involved in the broader legal community as a member of various legal associations, including the Ontario Bar Association where he serves as an executive member in the Construction and Infrastructure Section.



COLIN OLFERT
*CEO and General
Manager*
**Westridge Construction
Ltd.**

Regina, Sask.

Starting his career in

construction as a project manager, Colin Olfert reinforced his experience by overseeing a diverse portfolio of projects spanning healthcare, education, recreation, water treatment, and retail. He joined Westridge in 2018 and in just a few years was named CEO. Since joining the company, revenues have increased by more than 35 per cent with another 40 per cent expected this year. Among many other things, he has

overseen the development of a complete performance management process for the company and has created an outline for a detailed project forecasting tool. He has also transformed the company's health and safety practices. Outside of work, he serves on many boards, including charities and industry associations.



**COLIN
SMITH-WINDSOR**
*Senior Operations
Manager*
Graham Construction
Saskatoon, Sask.

Colin Smith-Windsor's

career path in the construction industry has passed through several of Saskatchewan's most important sectors, beginning in 2006 where he led a small civil crew on a remote gold mine site. Since joining Graham in 2008, he has taken on progressive roles delivering projects in the uranium, potash, oil and gas, and energy industries. Apart from a BSc in mechanical engineering, he



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holds P. Eng and PMP designations, and has demonstrated exceptional management, leadership, and interpersonal skills. His attention to health, safety and environmental issues is likewise well-established, and of course, he has consistently achieved strong bottom-line results. Colin is perhaps best-known, however, for promoting and achieving stronger partnerships with Indigenous communities, opening up both labour and professional opportunities to Indigenous individuals, and ensuring that decision-making includes a focus on capacity development.



CONNOR CHOW
*National Manager,
Construction Projects
and Solutions*
Western Surety Company
Regina, Sask.

After his graduation from an architectural technologies program, Connor Chow doubled down on his academic journey. While working for a consulting

engineering firm he completed certificates in project management and construction law. Subsequently he was part of the first graduating class of a brand-new bachelor of construction management program at SaskPolytech prior to completing a master of architecture degree from the University of Calgary. He commands a niche position in construction surety that requires the review and audit of distressed projects, using his knowledge to make key determinations, take remedial action, and complete the project. Directing a team of consultants and lawyers across Canada he is responsible for a diverse commercial construction portfolio. Connor can frequently be found at project locations across the country. He performs project audits, retains completion contractors and manages stakeholders, including owners, sponsors, contractors, lawyers, governments and the public. Connor holds several industry honours and designations, and has successfully united various professional undertakings as a comprehensive construction expert.



GEOFF HOWE
District Manager
PCL Construction
Ottawa, Ont.


Geoff Howe began his PCL career as an estimator in Toronto where he was exposed to estimating, pursuing and securing profitable work, and alternate delivery models. One of his early key roles was as design manager on the successful Toronto Pan Am Aquatic Centre constructed for the 2015 Pan Am Games. He progressed up the PCL ranks through various assignments and operational roles in Saskatoon, Regina, Winnipeg and Vancouver, and now works in his hometown of Ottawa as district manager where he oversees the business and multiple active pursuits valued at more than \$3 billion. PCL noted his role as a leader is critical for the management and future growth of PCL Ottawa's District, which is currently working on proposals amounting to \$6 billion in potential major and special

We Say We Mean We Do

Congratulations to our Senior BIM Manager, Matt Main, for his recognition as one of the Top 40 Under 40 in Canadian Construction.

Our entire team is so proud and we celebrate this win with you. Congratulations to all the winners!

Thank-you to On-Site Magazine and Site Partners for this award.



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projects. On top of that, Geoff has spearheaded the adoption of digital construction methods, is a strong advocate for women in construction and continues to dedicate his time to charitable initiatives including MS, Special Olympics Canada, United Way, Pathways to Education, and the CNIB.



JON HIGGINS

Vice-President of Construction

Stack Modular
Bedford, N.S.

Jon Higgins has been instrumental in pushing

the limits of modular construction in Canada with his work at Stack Modular and Bird Construction. He began his career at Bird in 2009 as a project coordinator, going on to work as an estimator, project manager and construction manager. Over the years, he has developed an extensive understanding of offsite construction processes and on-site installation that have elevated the company's modular project execution. His portfolio

includes \$100 million of executed modular projects, including the award-winning Aqsarniit Hotel and Cedar Valley Lodge. Jon is working to bridge the worlds of construction and modular manufacturing. He also played a key role in keeping massive, complex modular projects on track in the middle of the COVID-19 pandemic, coming up with creative solutions to mitigate risks.



JULIEN

LAPLANTE-LABERGE

Project Director, Little Long Dam Safety Project
Kiewit

Montreal, Que.

Julien Laplante-Laberge has managed construction projects across Ontario and Quebec with contract values ranging from \$22 million to almost \$2 billion. In various capacities, he has contributed to several ventures recognized for their outstanding execution, including the Caribou Falls Block Dam 2 Reconstruction Project, the Turcot Interchange, and

the Lower Mattagami River Project. While his own experience is long and broad, Julien is a big believer in helping junior colleagues and craft workers to develop by encouraging them to propose solutions to complex engineering problems and – as and when appropriate – implementing their suggestions. Julien embraces diversity and inclusiveness, supporting and sponsoring efforts to increase the number of women at Kiewit and within the industry as a whole. In addition, he has demonstrated a passion for using trainings and community sports events to help build and maintain healthy relationships with Indigenous communities.



KAZIM (KAZ) KANANI

Senior Associate, Specification and Contract Specialist

Quadrangle Architects Limited o/a BDP

Quadrangle

Toronto, Ont.

Kazim Kanani's 19 years in the construc-

SINGLETON URQUHART REYNOLDS VOGEL LLP

proudly congratulates Cheryl Labiris

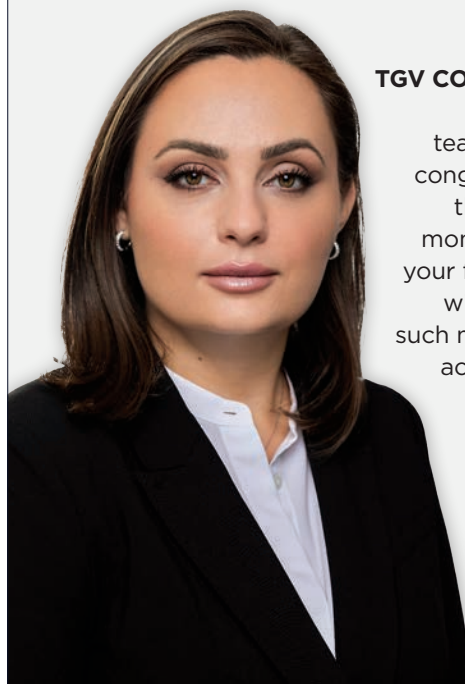
on being featured in On-Site Magazine's Top 40 Under 40 list as one of the brightest legal minds in the construction industry in Canada.



Cheryl Labiris | Associate (416) 585-8605, clabiris@singleton.com

singleton.com

CONGRATULATIONS TAMARA GAVRILENKO!



TGV CONSTRUCTION GROUP INC

team sends huge congratulations on this triumphant moment, and may your future be filled with many more such moments. Your accomplishment is indeed an inspiration to us all!



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tion sector have positioned him as an authority in field of construction specifications, contracts and contract administration. His professional journey began in 2006 as a specification writer at Parkin Architects Limited. In 2010, he transitioned to B+H Architects, assuming the role of specification writer and contract administrator. Kaz's career eventually led him to BDP Quadrangle in 2015. By 2017 he achieved the designation of associate and was promoted to senior associate just a year later. In addition to his work at BDP, Kaz has been a professor at George Brown College since 2017 where he has helped develop and deliver the specifications and documentation course for its architectural technology program. His dedication to the industry is evident through his involvement in Construction Specifications Canada, CSI and Canstruction. At CSC he became the youngest Fellow to be inducted in 2020 and subsequently become one of its youngest presidents in 2022.



KENTON BETTS

*Senior Manager
Deloitte*

Edmonton, Alta.

Kenton Betts has made significant contributions to both the construction

industry and its public sector clients over the past decade, primarily by maximizing the value for money delivered to taxpayers on social infrastructure projects. Among other achievements, he spearheaded development of the Manitoba government's widely acclaimed Alternative Capital Project Framework, led the team that provided Toronto's North York General Hospital with revolutionary procurement and financial strategies for a senior's campus of care and other facilities, and, as director of public private partnership implementation for Alberta Infrastructure, oversaw the award-winning P3 procurement of five high schools. Equipped with a bachelor of arts in political science and a master of arts in public administration, Kenton holds

certifications as a management accountant, a chartered professional accountant, and a project management professional. Most importantly, whether as mentor, colleague, or partner, he generously shares the benefits of his learning and experience with those around him.



LAURA SAMSON

*Director of Infrastructure
Calgary Airport Authority*
Calgary, Alta.

Earlier this year, Laura Samson made history by becoming the first

female director of infrastructure under 40 at The Calgary Airport Authority. Alongside her dynamic team, she spearheads terminal construction, airside construction and tenant development at both the YYC and YBW airports. In 2023, her team is leading the successful delivery of 35 capital and 182 tenant projects. This includes the rehabilitation of Canada's second longest runway, YYC's West Runway, a \$201



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million, five-year project from design to completion. Through these projects, Laura's commitment to sustainability has led to the implementation of sustainable construction practices and pursuit of cutting-edge technologies. Laura's journey at YYC began in 2013 as a project coordinator. Over the past decade, she gained expertise and experience that allows her to effectively lead the Infrastructure Department today. She embraces the role of mentor and aims to inspire young women in both the engineering and construction industries.



LAUREN COOPER
Senior Project Manager
Ledcor Construction Ltd.

Calgary, Alta.
Lauren Cooper has taken on many challenging projects during her

11 years in the construction industry. Starting with project managing a 10-million-dollar

facility at the Calgary Airport as a student intern, she has overcome everything from COVID-induced delays to poor site conditions to deliver for clients throughout her career. Taking on increasingly challenging and larger projects, she is now working on a unique multi-hundred-million-dollar tower in downtown Kelowna, B.C. As one of Ledcor's youngest senior project managers, Lauren is very aware that she is helping blaze a trail for other women to follow in construction. Lauren also takes her role as a mentor to other employees very seriously, taking pride in organizing and supporting many communities through charity fundraising events.



LESLEY WHITTEN
Operations
Manager – Canada
Todd and Sargent,
Canada, ULC
Winnipeg, Man.

With over 17 years of experience in the construction industry, Lesley Whitten has an impressive track record that includes leading project management, field operations, engineering and construction on multimillion-dollar grain handling, fertilizer and processing facilities in Western Canada. Lesley brings a passion for construction execution as she leads the operations for all of Todd & Sargent in Canada, a key and critical player in agricultural industrial construction. Lesley is passionate about the connection between the field staff and the office staff, believing that the key to a successful project is having close connections between the two. Her leadership skills are not only based on experience, but her ability to influence people around her to develop their own soft skills including intuition, conflict management, negotiation and relationship building with the consistent goal of achieving win-win outcomes.

SHARING THE NEWS ON SOCIAL MEDIA? PLEASE INCLUDE #OS40U40 WHEN YOU DO.

Graham congratulates
Colin Smith-Windsor
on being named to
On-Site Magazine's
Top 40 Under 40
in Canadian
Construction list.

We're proud you're part
of the Graham team.



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MACKENZIE SPURR

Operations Manager
Ledcor

Vancouver, B.C.

Mackenzie Spurr has delivered on several challenging construc-

tion projects during his career, with a focus on safety, environmental stewardship, financial success and client satisfaction. He is currently project director for Spread 8 West of the Coastal GasLink, one of the most difficult sections of pipeline ever built in Canada with more than 400 crossings and eight steep slopes between 35 and 65 degrees. As the recipient of five safety awards during his 13-year career, Mackenzie brought an innovative approach to these challenges that included novel means of bypassing steep slopes, coping with weather-driven time constraints, and getting the pipeline safely across water-courses. He is also actively involved in both industry groups and various community activities.



MARAIKA DE GROOT

Director of Operations
Maven Consulting Ltd.

Vancouver, B.C.

Maraika De Groot excels at many things, but perhaps her greatest skill

is getting other people to do the same. In addition to leading safety services and project delivery accounts for several clients, she hired 60 per cent of Maven's workforce in just three years, and her efforts to develop its corporate culture have resulted in multiple "Best Place to Work" awards. Maraika began her career as a geological engineer and has business operations experience in various industries including academia and finance. All of these elements have made her a well-rounded leader with a penchant for recruiting quality applicants, then helping them to fully harness their talents. In addition to her engineering degree, Maraika also holds a masters in management, innovation and entrepreneurship, and her industry and volunteering credits are too numerous to count.



MATT MAIN

Senior BIM Manager
Pitt Meadows Plumbing and Mechanical

Matt Main is helping push the industrialized construction move-

ment forward with his work at Pitt Meadows Plumbing and Mechanical. Matt has pioneered and managed the company's BIM journey since 2013, transforming its use of software, robotics, and more. This had led to success on major projects like residential development for the City of Lougheed, Penticton Regional Hospital, Royal Inland Hospital, the Whitehorse General Hospital expansion, Powell River WWTP and Surrey DES. It also resulted in his promotion to senior BIM manager in 2022. In nominating Matt, his employer noted that his journey from a young apprentice facing a tragic leg loss to becoming a proficient leader of a large BIM team stands as a truly inspirational testament to his resilience and determination.



Building Up Communities

As leaders in the construction risk advisory and brokerage sector, we're proud to be recognized in On-Site Magazine's 40 under 40.

Congratulations to Ryan Brown, senior vice president and advisory leader for NFP's Construction and Infrastructure Group.

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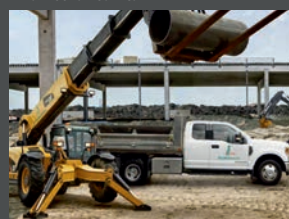
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Congratulations to Brandon!



Brandon Bird
Chief Executive Officer
Bird Mechanical Ltd.



Your dedication to excellence in the construction industry have earned you a well-deserved nomination in the "Top 40 Under 40 in Canadian Construction". Your passion and hard work inspires us all. Keep building the future!





MICHAEL PHAM
VDC Manager
Amico Affiliates

Toronto, Ont.

Michael Pham is on the cutting edge of all things digital in construction. He is an

accomplished Virtual Design Construction (VDC) manager with numerous achievements and contributions in the industry. He currently serves as a VDC manager at Amico Affiliates where one of his major tasks is overseeing digital twin and digital delivery implementation. Furthermore, Michael is working with the Building Transformations board of directors to spearhead a new initiative within the Building Transformations Think Tank Program. His work has garnered him multiple awards. Notably, Michael led his team to receive the Digitalization Strategy Award in 2022 from Building Transformations for the Paradim Digital Twin - Highway 401 Expansion Project, recognizing their outstanding work in making the project a success. The digital twin platform allowed for seamless collaboration and data collection, streamlining project phases and ensuring data accuracy.



MING TIAN
Vice-President of Facilities, Maintenance and Master Plan Projects
PNE

Vancouver, B.C.

Scores of Metro

Vancouver residents and tourists will have Ming Tian to thank for their year-round fun in the coming years. The accomplished engineer was recently named vice-president of facilities, maintenance and master plan projects at the PNE. Through both building new facilities and transforming existing buildings and lands, Ming has successfully led many large-scale construction projects as a project owner. This included spearheading an upgrade to BC Place Stadium in preparation for the FIFA 2026 World Cup. Committed to continuous improvement, Ming has been an avid advocate for collaborations across the construction industry

using Lean methodology. In addition to having a master's degree in mechanical engineering, Ming also holds a Lean management certificate and is a certified professional engineer. He also holds PMP, FMP, CFM and LEED AP BD+C credentials.

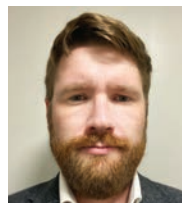


MUSTAFA KHALID
Senior Project Controls Director
Aecon

Toronto, Ont.

Armed with a bachelor's of civil engineering from

British Columbia Institute of Technology and a master's of engineering leadership from University of British Columbia, Mustafa Khalid has excelled in project controls, strategy, business development, process enhancement, technology deployment, and much more during his career. Having brought his expertise from Deloitte to Aecon three years ago, Mustafa has quickly risen up the ranks. His most recent promotion made him senior project controls director for Aecon's Major Projects West business unit. His contributions have propelled such landmark Canadian projects as the Highway 401 Expansion, Go Rail Expansion On-Corridor Works, and Scarborough Subway Extension Stations, Rail and Systems. His efforts were also instrumental in Aecon's achievement of the 2022 Building Transformation Best in Innovation and Construction Management awards, highlighting his role in integrating digital technologies and processes for enhanced productivity.



NICHOLAS DOUCETTE
Special Projects, National Manager
QM Environmental

Kitchener, Ont.

As QM's National

Manager of Special

Projects, Nicholas Doucette is known as a passionate advocate for innovation in the pursuit of safer, more sustainable environmental construction projects. Specializing in large scale multi-disciplinary projects, he started with QM as a project coordinator, working to his current role through consistent delivery of his project portfolio. He has

been a key part of some of the industry's largest, most complex projects, including the Sydney Tar Ponds, Victoria and Esquimalt Harbour Dredging Portfolio, Rock Bay Remediation in Victoria, Port Hope Area Initiative, and the Toronto Port Lands Flood Protection and Enabling Infrastructure Project. He currently leads a team of around 100 across a variety of competencies, including marine, ecology, soil management, civil, geomatics, quality, safety, and project controls.



PARAM DHILLON
Supervisor, Pipe Plant
Lafarge Canada Inc.

Winnipeg, Man.

Param Dhillon's achievements speak for themselves. Since taking

charge of daily operations at Lafarge's Winnipeg Pipe Plant, he has made the workplace safer, registering zero health and safety incidents from January 2022 to present. He also has made it more efficient, instituting process and maintenance improvements that have reduced overtime hours by 85 per cent, leading to lower labour costs, stronger employee morale and greater productivity. In addition, Param makes full use of innovation to improve performance, including development of data and efficiency solutions, among them a stock tracker that ensures adequate supplies and minimizes unnecessary downtime, and creation of a plant competency tracker, which helps employees to learn and develop in accordance with company strategic goals. He also continues to develop his own skills and competencies, and generously shares his time with a variety of good causes in the community.



PATRICK WILSON
Operations Manager and Vice-President, Western Canada District
Kiewit

Vancouver, B.C.

Patrick Wilson started working full-time for Kiewit while he was still studying for his bachelor's degree in mechanical engineering. Once he graduated, his career really took off. He now has 18 years of experience in the construction

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Brad Cyr

General Manager
EllisDon Québec

Allison Hurley

Director, Design Build
EllisDon Civil Ltd.

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industry, almost half of which have been in project management. He currently has responsibility for the transportation, marine and foundations markets in Western Canada, a portfolio that generates about \$300 million in annual revenue. These figures are especially impressive given that Kiewit only entered the marine and foundations markets in that part of the country in 2019. Patrick combines technical competence with a great head for business and a knack for communication, all of which have propelled him from one success to another. He also mentors three or four new project managers every year and is an avid supporter of – and participant in – efforts to recruit and retain more women in the industry.



RON LORD
President
Cedar Camp Projects, Ltd.
Moncton, N.B.
Ron Lord, an accom-

plished construction leader in Atlantic Canada, progressed from a labourer to various pivotal roles, including project coordinator, project manager, superintendent, design manager and vice-president. He's now the driving force behind Cedar Camp Projects, a construction management and development group he founded in 2019, and which has seen continuous growth despite the challenges of a pandemic. Beyond construction, Ron loves to build on all levels, from family, community, businesses, teams and relationships. He's dedicated to inclusive hiring and training and has welcomed nine Ukrainian teammates in the past year, with plans for more. Ron's daily mission is turning concepts into reality, always with an eye on community, sustainability and long-term success, and is persistent in his pursuit of excellence in the Canadian construction industry.



RYAN BROWN
Senior Vice-President
NFP Construction and Infrastructure Group
Toronto, Ont.
Ryan Brown has worked as insurance broker and

risk advisor specializing on transformative high profile infrastructure projects in North America, including the new Ontario Line Subway projects, Miami-Dade Courthouse, and more than 80 others over the past nine years. Ryan takes a highly proactive approach during predevelopment and stakeholder negotiations to execute on the insurance program within budget. Over the past few years, he has developed a new framework for deploying risk advisory services before approaching insurers, adopted creative new structures in the project-specific professional coverage market to unlock much needed capacity, and developed infrastructure portfolio insurance solutions materially reducing costs of coverage. For these and other reasons, he is regarded as

Congratulations to both **Patrick Wilson** and **Julien Laplante-Laberge** for being named On-Site Magazine's Top 40 Under 40!

Kiewit takes great pride in having two of our emerging leaders actively contributing to our highly notable construction ventures across Canada.

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one of the top brokers and risk advisors by his clients, which include contractors, developers, owners and public sector entities, and other construction stakeholders.



RYAN GOING

Project Manager

Pomerleau

Toronto, Ont.

With extensive experience as a project manager, Ryan Going

has overseen a diverse range of projects, spanning from \$5 million to well over \$100 million in the industrial, institutional, commercial and healthcare sectors across Canada and the U.K. Pomerleau celebrates his proactive approach to promoting well-being in the workplace. Ryan was instrumental in the creation of a comprehensive well-being module at the company that tracks mental health, project progress, and deliverables. Ryan's passion for innovation is evident on the University of Toronto Academic Tower mass timber project, where

he championed the adoption of a prefabricated wall system and contributed to value engineering efforts. Outside the jobsite, Ryan is a member of the Toronto Construction Association's Young Construction Leaders' executive committee.



SARAH HAQUE

Senior Manager, Talent Development & Total Rewards

FLINT Corp.

Sherwood Park, Alta.

Joining FLINT in 2013

as a recruitment administrator and quickly growing into a management position, Sarah Haque is a trailblazing human resources professional whose acumen and leadership have helped FLINT successfully navigate a series of high-profile advancements fostering the company's growth. Sarah led the integration of more than 700 new personnel during company acquisitions and has made a tangible impact on retention of certain trade positions by pioneering an apprenticeship

program with targeted incentives. Sarah's influence expanded through the introduction of a company-wide competency framework to improve staff development and implementing efficiencies in the human resources function through the enterprise system. Through Sarah's success in delivering on initiatives to support FLINT's objectives, she is engaged by all levels of the company for input into strategic objectives. Embodying FLINT's values, her commitment and contributions have resulted in a reach that extends across the industry.



SHARELLE DAYCO

Director of People and Culture

Novacom Building Partners

Surrey, B.C.

Sharelle Dayco

embarked on her professional journey as an educator but has since dedicated the past 18 years to the dynamic world of construction. Her pivotal role at Novacom has been

DENTONS

Dentons proudly celebrates Zach's remarkable achievement as a Top 40 under 40 recipient.



Zach Seymour
Senior Associate

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Congratulations Lesley Whitten

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to develop a highly skilled team while fostering a people-centric culture, something that the company says has been instrumental in driving its success and creating a thriving work environment. Beyond her professional achievements, Sharelle's unwavering commitment extends to philanthropic endeavors. She passionately contributes her time and effort to Women in Construction events, building homes in El Salvador, and lending her support to initiatives addressing housing challenges in Canada. Sharelle is a strong advocate for fair and equitable hiring practices, particularly in championing the cause of underrepresented groups in the workforce.



TAMARA GAVRILENKO
Owner/President
TGV Construction Group Inc.

Concord, Ontario
It would be impressive enough if Tamara

Gavrilenko simply found success in a project management position at EllisDon where she assisted with applying prefabrication methods to long-term care projects. Instead, she has gone much further, founding and running TGV Construction Group Inc. Over the years she has worked to grow her business into a multi-million-dollar company, expanding it from a focus on emergency restoration to offering general contracting services. She also uses her business to benefit the community, and strongly advocates for underrepresented groups in the construction sector. She is a potent example for other women looking to step into leadership roles.



TAYLOR LEFEBRE
Director, Quality and Production, Eastern Canada
Green Infrastructure Partners Inc. (GIP)

Toronto, Ont.

The many reasons for Taylor Lefebvre to stand out in Canada's construction industry

includes his pioneering efforts in design, production and paving methods that produce higher quality at lower costs, reduced energy consumption and lessened environmental impacts. He has shared some of his breakthroughs not just with colleagues, but also as an award-winning technical author and presenter. He is an avid participant in industry associations. He works with clients and suppliers alike to keep improving materials and processes, has personally developed software to improve quality control, and has had his innovations earn several accolades for his employer. And he is far from finished. Having entered management in 2017 at just 25 years of age, Taylor now instils the same drive for excellence in members of all his teams, including dozens of entry-level hires he has moulded into intermediate and even senior roles.



WILLIAM SCHWARZ
Executive Director of Apprenticeship and Training
UA Piping Industry College of BC
Surrey, B.C.

William Schwarz is on the frontlines of helping solve one of construction's biggest challenges: workforce development. At 36 years old, he is the youngest person to ever serve as executive director of apprenticeship and training at UA Piping Industry College of B.C., overseeing 24 full-time staff, and over 1,100 apprentices. His innovative approaches are helping students find careers in the trades. For example, he developed a program to provide dual credits for part-time training courses for students attending high school. The program allows students, many of which would not otherwise graduate, the opportunity to complete their Level 1 apprenticeship training during class time. William was also instrumental in adapting the college to changing conditions during the COVID-19 pandemic. Recently, he has been working to develop deeper relationships with Indigenous communities so they can access trades careers.



ZACH SEYMOUR
Senior Associate
Dentons Canada LLP
Vancouver, B.C.
Zach Seymour is an accomplished lawyer known for his expertise

in construction law, litigation and dispute resolution. Having been involved in numerous high-stakes cases before courts and commercial arbitration tribunals in Alberta, British Columbia and Saskatchewan, as well as at the federal level, Zach enjoys both thorough knowledge of the law and a rare ability to parse the details of how that law is likely to be applied in complex disputes. Just seven years after obtaining his law degree, Zach's achievements in representing his clients and their interests have made him something of a rising star in legal circles. He also mentors younger lawyers and remains engaged with the community around him, providing pro bono services to – and/or helping to raise money for – disability advocacy groups, low-income persons and un- or under-employed women.

THANK YOU, JUDGES

It would have been impossible to put together the Top 40 Under 40 in Canadian Construction without the support, and donation of time, provided by our panel of judges. We would like to thank the following individuals:

MEET OUR JUDGING PANEL

Richard Lyall is the president of the Residential Construction Council of Ontario.

Nadia Todorova is the executive director of the Residential and Civil Construction Alliance of Ontario.

Jesse Unke is president and CEO of Maven Consulting Limited. Jesse was a member of our 40 Under 40 in 2020.

Russell Hixson is an award-winning investigative journalist with SiteNews at SitePartners.

CHECK OUT THE DIGITAL EDITION OF THIS YEAR'S 40 UNDER 40,
AVAILABLE ONLINE AT [ON-SITEMAG.COM](https://on-sitemag.com).

40 Under 40 Symposium: Mentorship

BY ON-SITE STAFF

The spotlight was shining on career development when *On-Site Magazine* hosted its first 40-Under-40 Symposium, a nation-wide virtual event held live on September 28.

The two-hour event explored mentorship from multiple perspectives, featuring past On-Site 40-Under-40 honourees in one panel discussion, followed by three construction companies examining the evolution and benefits of their own mentoring programs in a second session. Both panels were moderated by *On-Site* editor, Adam Freill.

BE PROACTIVE

A key takeaway from the first panel was the importance of being bold and asking for assistance. All three of the panelists noted how their mentoring experiences were informal at times, but very rewarding.

"People want to help, so don't be shy to introduce yourself and ask people for advice and build informal relationships that way," encouraged Jesse Unke, president and CEO of Maven Consulting in North Vancouver (40-under-40 class of 2020).

For Mat Baranowski, operations manager, B.C. region, with PCL (class of 2021), he's been able to bond with co-workers. While recognizing PCL's formal mentoring programs, he notes the culture of mentoring is "engrained" in everyone. "I call it the convenience of proximity," said Baranowski. "I've had supervisors that I've been able to lean on and really build a mentoring team."

It's been a similar experience for Alicia Milton, general manager Ledcor in Vancouver (class of 2021), who finds the supportive culture within Ledcor led to more informal mentoring through many different leaders.

All agreed that establishing a mentor within a company provides a trusted advisor



Panel 1, clockwise from top left: Adam Freill, Alicia Milton, Jesse Unke, and Mat Baranowski.



Panel 2, clockwise from top left: James Dawson-Edwards, Adam Freill, Cora Pulnicki, and Zach Ellis.

and also a direct connection to help network in the company and across the industry.

All three also recommend construction associations with young-leaders groups as opportunities to meet mentors and network.

Baranowski said that storytelling is a key skillset of a great mentor. "Those stories tend to stick in your mind along with the lessons learned."

With career progression, all three panelists now find themselves mentoring the next generation. Unke has become involved with UBC Engineering's mentoring program, and he encourages young employees to take advantage of all programs. "If your company has a mentoring program, put your hand up to be a mentor or mentee."

COMPANY PERSPECTIVE

Organizations place attracting and retaining employees as key priorities, and engagement is key to retention, so Panel 2 looked at

mentoring relationships as part of a company culture. "Everyone wants to feel as though they have someone who's looking out for them," said Zach Ellis of ECB. "It gives you a sense of safety and makes you want to stay."

New recruits at ECB meet with potential mentors in a formalized setting, and the company works to align and find good fits.

RJC Engineers uses an onboarding buddy program that pairs newcomers with senior team members, explained Cora Pulnicki. Following that initial introduction, it's up to the individuals to develop that relationship, but her company has plenty of internal knowledge sharing opportunities for employees.

James Dawson-Edwards of Graham Construction noted how his company once tried forcing a mentoring program on employees, and in most cases the relationships didn't stick. He's found the most rewarding

and enduring relationships develop organically, although with support through the organization.

Pulnicki added the post-COVID hybrid work environment makes it more challenging to onboard, but having a dedicated mentor is a formalized networking opportunity.

They all believe mentoring is going to happen organically if your culture breeds it, advising to make it a priority to harness its potential. "The more people are supported, the more confident and competent they will be," stated Dawson-Edwards. "If you want to build your company culture to be supportive, this is one of the best ways to do that."

The title sponsor for the 40-Under-40 Symposium was Revizto, an integrated collaboration platform. The individual sessions were sponsored by Borden Ladner Gervais LLP (BLG) and GC Pay, and supporting contractor sponsors included EBC Inc., EllisDon and Pomerleau. □



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