

FINDING

Work at ...

Informing
Attracting
Developing
Retaining



MEDICAN DEVELOPMENTS

Company Background

Beginning as a small construction company in 1974, Medican Developments has grown to become a large developer and builder of residential projects. It develops or builds 4 different condominium brands as well as single family homes. The company has projects in 19 cities across 6 provinces in Canada.

The company currently employs approximately 400 full-time staff. It also employs other seasonal trade workers and contractors as required.



Types & Nature of Work

There are a wide variety of employment positions within the Medican group of companies.

Project Development & Construction

Employment positions in this area can include:

- Project managers.
- Foremen.
- Site superintendents.
- Foreman or superintendent assistants.
- Customer service representatives.
- General laborers (entry-level).
- Concrete Workers.
- Framers.
- Finishers.
- Painters.

Sales & Marketing

Positions in this area of the company include sales and marketing representatives or agents.

Head Office

Head office staff positions can include:

- Sales & marketing coordinator.
- Estimator/draftsperson.
- Project developer assistants.

Ideal Candidate Qualifications

Medican looks for the following qualities in all of its employees:

- Excellent communication skills and focus.
- High level of customer service focus.
- Ability to multi-task.
- Good computer skills.
- Experience and background in the construction industry.
- Ability to work at the project sites during all construction phases.
- Personal focus on high quality work and results.

In the Site Project Development, Sales & Marketing, and Head Office areas, additional skills include:

- Experience with MS Office software.
- Experience with some type of project management software.





Ideal Candidate

Qualifications (cont'd)

- Training or experience with customer relationship management (CRM) software.
- Business background or training.
- Understanding of relationship selling skills.
- Ability to work with both clients and the construction staff.

In the Construction area, additional skills include:

- Training and experience related to the specific position.
- Ability to work both independently and as a team.
- Reliable and punctual.
- Positive attitude toward current or potential clients when they are on site.

Training Opportunities

Medican provides on-the-job training for several of its positions. One approach is the use of job-shadowing on a particular project. This provides a new employee with an introduction to the project and to the skills required for the project.

At this time, the company is developing an online training program. This program will be used for in-house training of different staff positions.

Support for required or related training outside of the company is provided on a request basis. Medican has also employed intern employees in various positions in the past.

Hours, Pay, Benefits

All work is generally full-time and year-round. Part-time or seasonal help may be required depending upon the project or seasonal demands.

Overtime is possible but generally limited to specific peak demand periods. Shift work is not required.

Hours of operation at the sites are 7:00 a.m. – 4:00 p.m. Head office hours are 8:00 a.m. – 5:00 p.m.



Current pay rates for different positions will be discussed with applicants when they apply.

An employee benefit package is available. Employees must successfully complete a 3-month probationary period to qualify.

How to Apply

Applicants for positions are asked to apply with a personal resume. Resumes can be delivered in the following ways:

- Email (preferred).
- In person.
- Mail.
- Fax.

Positions are posted in the local media and employment offices. Employees can respond with a personal resume. Applications are directed to department managers. Applications are reviewed and potential candidates identified. A series of interviews are conducted to select the successful person.

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