



JacksonStone  
& PARTNERS

Candidate Information Pack

# Chief Executive

**CONNELL**

— Right People, Right Result —

# OVERVIEW

Founded in 1985 Connell Contractors is a family-owned business with core values of honesty, integrity and commitment to their staff and clients.

They operate with a staff of 85 from a Head Office in Hamilton with branches in Auckland and New Plymouth. Connell is recognised for their successful delivery of projects, with a reputation for safety and quality.

The company is a recent Supreme Award winner of the Westpac Waikato Business of the Year, and 2023's Civil Contractors NZ Project of the Year Award.

Connell have robust governance with Directors committed to sustainable growth.

# GOVERNANCE

**David Connell**  
Director

**Margo Connell**  
Director

**Bruce Nixon**  
Independent Director

**Jerry Rickman**  
Independent Director

**Lester Foxall**  
Chief Executive/ Director

**Gill Cox**  
Consultant to the Board

# CORPORATE TEAM

**Lester Foxall**  
Chief Executive

**Michael Van de Pas**  
Chief Financial Officer

**Ben Bower**  
Construction Manager

# SERVICES

- Civil infrastructure for the energy sector
- Switchyards and Substations
- Renewable Energy
- De watering
- Sewerage
- Water reticulation
- Stormwater
- Pipe bursting
- Pipelines
- Civil



# ADVERTISEMENT

## Chief Executive

- Leadership
- Commercial contracting

## About Us

Connell Contractors is an award-winning business with 85 employees working throughout New Zealand. Their head office is in Hamilton, with regional offices in Auckland and New Plymouth. They are market leaders in the energy and three waters sectors with core values of honesty, integrity and commitment to staff and clients.

Connell is a privately owned well-resourced company with strong governance.

## About the Role

In this critical role, reporting to the Directors, you will lead Connell Contractors. You will be accountable for building and maintaining a customer-centric focus on existing clients, and for focused business development in pursuit of new opportunities. Recognised for your leadership experience, you will guide, advise and monitor the delivery of work programmes, ensuring the consistency of quality outcomes clients expect, and that fiscal results are delivered.

# SKILLS & EXPERIENCE

Your senior-level experience in strategic planning, along with your recognised skill and expertise in construction contracting, will enable the company to achieve its objectives. Your deep knowledge of relevant regulations, legislation and certification requirements will support success in commercial tendering processes. Competent and effective in contract negotiations, in international and national settings, you will be familiar with the range of relevant industry contracts. You will understand and ensure health and safety is a core part of the organisation's culture.

To excel, you will have held a senior leadership role in the construction sector, demonstrating a strategic and practical mindset, and be comfortable in decision-making. Financially competent and consultative, you thrive in high-pressure commercial delivery environments, and you draw on this experience to achieve cost-effective and timely outcomes. You will have worked with governance, and your positive leadership ethos means you will continue Connell Contractors' ethos of building, training, and leading teams, while collaborating with governance bodies.

**APPLICATIONS CLOSE:** October 7th, 2024

**VIEW THE POSITION DESCRIPTION:**

[www.jacksonstone.co.nz](http://www.jacksonstone.co.nz)

**REFERENCE:** BH-11098

**FURTHER ENQUIRIES:** Simon Boyes on  
+64 4 550 8026



# Position Description

Chief Executive

## Business Description & Vision

Established in 1985, Connell Contractors is an award-winning business with 85 employees working throughout New Zealand. Headquartered in Hamilton, with offices in Auckland and New Plymouth Connell deliver projects in the energy, three waters and industrial sectors.

Connell is a successful privately owned business, with core values of honesty, integrity and commitment, underpinned by a culture of teamwork and training.

Connell is proud of their reputation as a credible business that is easy to deal with.

## Role purpose

- Lead and manage the business efficiently, ensuring it is commercially focused and has a strong customer service culture.
- Maintain value-adding solid relationships with the businesses' key clients.
- Identify, develop, and execute new business opportunities to grow sales revenue and increase margins.
- Provide strong leadership and management that creates an environment that supports, empowers, and motivates staff to achieve superior performance and a culture of accountability.
- Ensure the businesses' operations are sustainable, appropriately aligned, and supportive of the business and client's needs.
- Work with the Board in the assessment of opportunities and investment decisions.
- Ensure the business adheres to Health and Safety requirements.



## Reports to

A full-time permanent role reporting to the Board of Directors (BOD) through the Chair.

## Direct Reports

Chief Financial Officer  
Construction Manager  
TBC  
TBC

## Based in

Hamilton

# Position Description

## Chief Executive

### Key Responsibilities

- Responsible for running three regions – Auckland, Waikato, and New Plymouth.
- Reporting to the BOD – Bi-monthly meetings, Company representative to Directors, Shareholders, Employees, Customers and Stakeholders.
- Commercial – Tender reviews (provide back up support to the Estimators / Quantity Surveyors when required), Negotiating Contracts with domestic and international clients, Support the CFO in the preparation of Annual budgets and Forecasts.
- Oversee the Strategic direction of the business ensuring objectives / goals are met. Regular update of 3 -5 year strategic plan.
- Lead the Senior Leadership Team – Monthly meetings.
- Customer centric / Business development – Maintain customer relationships and generate new opportunities.
- Financial accountability – ensuring the Company meets financial objectives.
- Strong Health and Safety background – Company representative.
- Regulatory / Compliance / QA – ensuring the Company is compliant with all legislation / regulations including annual Telarc recertification.
- Human resources – recruiting at Executive level. Have a good understanding of disciplinary procedures.
- Develop and update company policies.

- Contractual knowledge - NZ3910 / FIDIC and other international contracts.
- Maintain the excellent culture .
- Good knowledge of construction particularly three waters and energy.

### Key Requirements

- Degree in Construction discipline.
- Dynamic leadership and organization skills.
- Proven ability to run a medium sized business as a CEO or General Manager.
- Construction background / experience.
- Experience in producing high quality strategic plans.
- Good understanding of Finance, Marketing and Human Resource functions.
- Excellent communicator at all levels.
- Member or affiliated to a professional body / organisation.

# Position Description

Chief Executive

## Qualifications & Experience

- At least five years' experience in a senior management/leadership position(s) in a medium-sized business in the construction sector.
- A relevant qualification in a construction-related discipline.
- Acknowledged experience as a credible, pragmatic leader with experience in a medium-sized business, who is a team player, ambitious, strategic, customer centric and a multi-tasker.
- Recognised experience in producing quality strategic plans, with demonstrated ability in bringing them to life with tangible results.
- A track record of business development and value creation.
- Demonstrated commercial acumen.
- Demonstrated skills in negotiating.
- Experience in contract development, joint venture creation, and sustainable commercial partnerships will be viewed favourably.
- Skilled at managing relationships
- Sound financial, marketing and HR acumen.
- Member or affiliated with a professional body/organisation.
- Proven success as a strong and effective communicator and able to deal with people from all walks of life.



# CONNELL

— Right People, Right Result —

## Key links:

- [Harapaki Windfarm](#)
- [Project Whakareri](#)
- [Potu Intake and Tunnel Erosion Repair](#)

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## JacksonStone & Partners Key Contacts



**Simon Boyes**

Principal Consultant

+64 4 550 8026

[simon.boyes@jacksonstone.co.nz](mailto:simon.boyes@jacksonstone.co.nz)



**Emma Dewson**

Research Associate

021 218 4129

[emma.dewson@jacksonstone.co.nz](mailto:emma.dewson@jacksonstone.co.nz)

