Connex Personnel is currently recruiting four (4) Construction Management Representatives (CMR) to join the engineering and project management team and support the 2026 execution of projects in Menihek.

Menihek Generating Station is a remote hydroelectric generating station in Western Labrador. The plant and facilities are located approximately 40 km southeast of Schefferville, QC. Travel to and from site is primarily by train or in some cases by helicopter from Wabush, NL, or by flying to Schefferville and driving to site on a dirt road.

CMR support is required for monitoring of:

1) MHK Powerhouse Crane Rehabilitation
There are two (2) overhead cranes in the Menihek powerhouse both considered to be original equipment to the plant. This project will be to extend the useful service life of the two overhead cranes by target refurbishment of some crane parts and replacement of others.

The scope of this project is split into two (2) contracts: one (1) for the fabrication and supply of the winch trolleys and associated components, and one (1) for the execution of the rehabilitation works.

TetraTech are the engineering consultant for the rehabilitation works and KONECRANES supplied the winch trolleys. The execution contract has been awarded to G.J Cahill with site work to begin in May 2026 for a duration of six (6) months.

The remaining works include:
- Receive, offload and install new hoist trolleys and associated components at site, including dismantling and removal of the existing hoist trolleys
- Demolition/Removal of existing electrical and mechanical equipment/materials, identified in consultants technical specification
- Design, supply, and install new electrical and mechanical crane components as per the technical specifications
- Commissioning of the overhead cranes
- Powerhouse structure cross bracing replacement
- Reinforcement of crane supporting column splices
- Recertification of the spreader beam for tandem lifting with the overhead cranes

2) Spillway Gate Refurbishment
This is a multi-year gate project for the refurbishment of the four (4) spillway gates in Menihek. RDEnergie is the engineering consultant and GIP (formerly Pennecon) is the execution contractor. The work typically runs from May to November.

The scope of work includes:
- Supply, fabricate, install and align new main roller systems;
- Supply, fabricate, and install new side roller systems;
- Supply, fabricate and install new sealing systems;
- Spillway gate knife refurbishment;
- Supply, fabricate and install new wind guard systems;
- Design, supply, fabricate and install new fall protection systems, confined space entry and rescue systems;

- Gate alignment of all four gates;
- Inspection and repair of embedded parts drain pipes on all four gates;
- Dimensional surveys for new embedded parts settlement;
- Demolish existing embedded parts and second stage concrete;
- Supply, fabricate and install new embedded parts systems;
- Superstructure gate guides alignment;
- Concrete repairs.

In 2026, work will be executed on two (2) gates simultaneously. Gate 4 will have a full scope execution and Gate 1 will have a partial scope execution.

3) Spillway Mechanical Hoist Refurbishment
This is a multi-year project for the refurbishment of the four (4) spillway hoist motors located in Menihek. Replacement of the spillway hoist motors started in 2025 with tentative project completion date of 2026. The schedule will follow the completion of refurbished gates and embedded parts per the Spillway Gate Refurbishment project. Wood is the engineering consultant and GIP (formerly Pennecon) is the execution contractor for this scope of work.

4) Install Bulkhead/stoplogs, Dewater unit for HQ Inspection
The scope of this project is to fully dewater Unit 2 using the dewatering procedure developed in 2022 by Stantec. Once the unit has been dewatered, NLH will assist Hydro Quebec to conduct a visual inspection of the unit. This program will help understand the condition of the units to help plan for future remediation campaigns and ensure uninterrupted and sustained production at the Menihek Generating Facility in a safe and reliable method.

To dewater the units, bulkheads/stoplogs need to be installed upstream of the unit to stop water flow into the water passage. Under a separate contract, all new bulkhead gates and stoplogs are being fabricated and supplied. As part of this project, the bulkheads and stoplogs will be delivered to site and the contractor engaged for dewatering support will assist operations in the removal of the old bulkheads/stoplogs and installation of the new.

5) MHK Exciter Refurbishment
The goal of the exciter refurbishment scope is to remove, refurbish, and reinstate the existing exciter assemblies on Units 1 & 2. Accelerated deterioration of exciter components and the resultant decline in performance have made it critically important for this work to be completed this year. As a result, the activities included in this scope will need to be effectively coordinated with other large scopes. The Powerhouse Crane Project will present significant challenges to the successful execution of exciter refurbishment activities.

The Exciter Refurbishment scope of work includes the following:
- Disconnection or dismantling of cabling and equipment connected to the exciters on Units 1 & 2
- Removal of exciters from Units 1 & 2
- Lifting of exciters off Units 1 & 2
- Preparation of exciters for shipment and crating
- Shipping exciters to refurbishment contractor facility
- Shipping exciters back to the powerhouse
- Unpacking of exciters and preparation for reinstatement
- Lifting of exciters back onto their respective unit

- Reinstatement of exciters
- Reinstatement of auxiliary equipment and cabling
- Recommissioning of Unit exciters

It is anticipated that exciter refurbishment will take place sequentially with some activities taking place at the same time as work on the powerhouse crane. Work on the first exciter is expected to begin in late May 2026. While this exciter is expected to be lifted with the powerhouse crane, the second exciter will require an alternative lifting plan.

6) Cranes & Hoists Inspection and Maintenance
This project involves the annual inspections of the power plant hoists and cranes by a qualified inspector and should be in accordance with CSA B167-16. GIP (formerly Pennecon) is the execution contractor for this scope of work. The work typically takes place over two (2) separate site visits approximately 1-2 week(s) in duration each trip.

Equipment to be inspected includes:
- Two powerhouse cranes;
- Six intake hoists;
- One draft tube monorail hoist;
- One spillway monorail hoist;
- Three spillway gantry cranes (permanent and upstream handlers);
- All chain falls onsite;
- Spillway structure jib crane and davit arm;
- Various pieces of lifting equipment around site.

7) MHK Governor Maintenance
This project involves the maintenance of the governor systems on all three (3) units.

BBA is the execution contractor for this scope of work. Work was originally started in 2024 and continued in 2025 for the maintenance on Units 1 and 2. In 2026 the focus will be on carrying out the maintenance on Unit 3. The duration of this scope will vary and will likely occur during the month of August (optimal shutdown period) unless interferences with other projects arise.

The remaining work includes:
- Finalize execution of the 5-year maintenance plan on Unit 3
- Execution of repair/maintenance based on deficiencies noted during previous years maintenance regimes on Units 1 and 2

8) MHK General Maintenance
This project involves the annual completion of corrective and preventative maintenance by a qualified contractor at the Menihek Generating Station. The standard work crew includes two millwrights and two electricians, with other specialized trades as needed.

Maintenance will be performed on:
- Units 1, 2 and 3
- Powerhouse auxiliary systems (compressed air, greasing, cooling water, etc.)
- Domestic water, septic system and fire water
- Substation equipment

- Accommodations, kitchen and camp
- Other assets as required

PMs performed will come from the Master PM Registry. Corrective maintenance items are developed from the Observations Register. Maintenance may require plant or unit specific outages which will be coordinated by NLH personnel.

9) MHK Cooling Water System Refurbishment
This project involves the refurbishment/replacement of the plant cooling water system. Stantec is the engineering design consultant engaged to upgrade the system design and finalizations are still being completed. Timelines have not yet been defined for this project.

The rotation for the Menihek work scopes will be a ten (10) hour day, with 2/2 rotation schedule. The successful proponent (s) will be provided accommodations at the Menihek Camp.

General Information and Requirements:
CMRs may be engaged in pre/post construction to assist with planning and close-out activities.
NL Hydro is seeking both an office and field hourly rate to support the full life-cycle of the works; typical project windows are as follows (subject to change based on project requirements):
- Planning (January to March)
- Execution (April to October)
- Closeout (November to December)

Travel days will be paid at a maximum of 10 hours; Standby days will be paid at a maximum of 8 hours.

As a CMR, the role involves conducting safety orientations, participating in tailboards, preparing daily reports, and ensuring that contractor is adhering to the contract documents. Also included is oversight of NL Hydro's safety plans, environmental plans, and oversight of contractor's quality plan.

In addition to the qualifications detailed above, the CMR:
- Must have strong knowledge of NL OHS policies and procedures;
- Must have strong knowledge of NL Hydro HSE policies and procedures;
- Must be able to read drawings and understand specifications;
- Understand and progress construction schedules.
- Be familiar with Inspection Test Plans (ITPs) and quality monitoring.
- Must have strong knowledge of typical computer literature with the use of Microsoft packages, (Word, Excel, etc).
- Must have experience in and be able to deal with the coordination of multiple work fronts;
- Must be able to work with, oversee, liaise, and coordinate between various contractors and their subcontractors and with plant operations staff in a respectful manner;
- Must be able to work independently to solve routine/minor issues as they arise, and recognize when issues need to be brought to higher supervisory/technical/managerial levels;
- It should be noted that the CMR may be required to enter confined spaces, climb superstructures of gates, climb scaffolds, ladders, work in rough terrains, etc.
- Shall have experience with Electrical, Mechanical, Civil and Structural construction.

The CMR reports directly to the Project Manager and is responsible for overseeing the daily operation of contracted work and for the daily monitoring and reporting of job progress. In addition to the above, the CMRs responsibilities include:

- Act as the on-site single point of contact between the Project Manager and the contracted parties;
- Monitor all on-site contractor activities to ensure all applicable health, safety, and environmental requirements and legislation are being followed. Unsafe practices shall be brought to the attention of the contractor for resolution, and if serious, or if noncompliance is persistent, the Project Manager shall Be informed and/or a stop work order shall be communicated;
- Monitor and report on all on-site contractor activities to ensure the schedule and technical requirements of the contract specifications are being met. In conjunction with the contractor, project engineer, and project manager, discuss and resolve on-site schedule and technical issues as they arise;
- When required, participate in quality inspections and sign offs to support the Inspection & Test Plan (ITP) steps, ensuring contractor compliance with documentation & technical requirements. Should the Owners Rep and/or Engineer of Record be unable to attend an inspection, CMR will be requested to attend and communicate inspection results to Project Manager/Project Engineer.
- When required, ensure contractor is completing quality control check sheets and verifying documents in the field during inspections/activities to support each ITP step; Ensure contractor is completing their ITP step signatures as the inspections and tests are completed in the field.
- Forward all proposed contract scope changes to the Project Manager for prior approval;
- Participate with the contractor in order to obtain an understanding of the reasons for, and the cost/schedule impact of, any such proposed change;
- Attend and participate in the daily on-site coordination meeting to discuss and resolve site coordination and resource issues with plant operations staff and various other contractors and activities occurring on site;
- Document daily work progress and any issues on the Daily Progress Report form and forward this form to the Project Manager daily;
- Take pictures of work progress and forward to Project Manager regularly;
- Participate in, and lead, as required, tailboard safety talks with the contractor;
- Participate in Pre-Mobilization Meetings where possible;
- Verify work crews have acceptable training and qualification records for the work;
- Inform Project Manager of changes to contractor's people, process, materials and/or equipment and ensure all risks are mitigated or managed accordingly;
- Maintain all necessary field documentation – e.g. discussions with contractors and operations, site activities such as significant deliveries of equipment or material, site quality inspections, Tailboard Safety Talks, and incidents;
- Lead and or assist with the coordination of site mobilizations and securing of accommodations;
- Ensure effective communication and coordination of work with other contractors on site and/or applicable Hydro representatives to ensure safe working conditions are provided for all workers;
- Notify affected parties of the duration, nature, and location of work being performed as well as the hazard(s) created by work activities.

EDUCATION:

Completion of an engineering diploma/degree in a related field is an asset. Other combinations of education and relevant experience will also be considered. Candidates must have prior experience as a CMR (or equivalent).

TRAINING:
The CMR will require, at a minimum the following:
- Valid NL Powerline Hazards Awareness.
- Valid NL Fall Protection Training.
- Valid NL Confined Spaced Training.
- Valid Emergency First Aid.
- Valid WHIMIS.
- Valid Defensive Driving
- Valid Driver License.

Candidates shall have good communications skills and be assertive with contractor as required.
Candidates shall discuss site issues with NL Hydro engineering or contract manager as required.
Candidates shall have experience with Electrical, Mechanical, Civil and Structural construction.
Familiarity with NL Hydro processes and procedures is an asset.

Please submit your resume to hr@connexpersonnel.com