



## **SENIOR PROJECT MANAGER (QUALIFIED PERSON)**

**XS Soil Solutions Inc.** is a leader in practical, innovative, and regulation-forward excess soil management. As Ontario continues to interpret and implement the Excess Soil Regulation (O. Reg. 406/19), our firm remains ahead of the curve—backed by years of specialized experience, deep technical understanding, and hands-on success delivering solutions for major infrastructure and development projects. Our team of Qualified Persons and excess soil specialists guides clients through regulatory requirements with confidence and clarity, supporting projects across Ontario from transit construction to private development and receiving site operations.

We are proud to offer an exciting, collaborative, and growth-focused workplace built on innovation, mentorship, and technical excellence. Our employees contribute to some of the largest infrastructure projects in the province, where each day brings new challenges, new learning opportunities, and tangible impacts on Ontario's environmental landscape.

### **Position Overview**

XS Soil Solutions Inc. is seeking an experienced Senior Project Manager (Qualified Person) to lead environmental site assessments and excess soil projects ranging from large to small scale projects in the Greater Toronto Area and Eastern Ontario. This full-time, permanent role is ideal for a seasoned environmental professional with a strong command of O. Reg. 153/04 and O. Reg. 406/19, exceptional leadership capabilities, and a proven ability to manage complex, multi-stakeholder projects under demanding timelines.

The Senior Project Manager/QP will oversee technical teams, support environmental obligations for a wide-range of clients, and drive successful project delivery through strategic planning, regulatory expertise, and strong mentorship of junior staff. This position follows a hybrid-remote model, with on-site and head office presence as required.

### **Key Responsibilities**

#### **Leadership & Project Oversight**

- Lead the environmental team responsible for excess soil compliance and environmental management obligations.
- Oversee project schedules, budgets, risks, and performance—ensuring deliverables are completed accurately, on time, and within scope.
- Represent XS Soil in client meetings, stakeholder discussions, regulatory coordination, and internal leadership sessions.



## **Regulatory Expertise & QP Responsibilities**

- Mentor junior staff in the application of O. Reg. 153/04 and O. Reg. 406/19.
- Direct, review, and approve key regulatory documents including:
  - Assessment of Past Uses (APU)
  - Sampling & Analysis Plans (SAP)
  - Soil Characterization Reports (SCR)
  - Excess Soil Destination Assessment Reports (ESDAR)
  - Excess Soil & Fill Management Plans
  - Contamination Management Plans
  - Receiving/Site Approvals
  - PH I and PH II ESA's
- Apply and oversee the Beneficial Reuse Assessment Tool (BRAT).
- Interpret laboratory data and ensure regulatory compliance.

## **Environmental Obligations & Technical Coordination**

- Coordinate subcontractors & vendors including utility locates, drillers, equipment and laboratory services.
- Oversee monthly soil hauling logs and soil tracking software.
- Liaise between source sites and receiving sites for compliant excess soil movements.

## **Reporting, Quality & Continuous Improvement**

- Prepare and review technical reports, SOPs, templates, and project documentation.
- Identify operational inefficiencies and implement improvements.
- Assist with cost estimating, budgeting, proposal preparation, and strategic pursuits.

## **On-Site Participation**

- Attend site visits and project meetings in GTA, Durham Region, and Eastern Ontario, as required.

## **Qualifications**

- Professional designation as P.Eng. or P.Geo. meeting QP requirements under O. Reg. 153/04.
- 10+ years of experience in ESAs, excess soil management, or large-scale infrastructure projects.
- Strong technical understanding of O. Reg. 153/04 and O. Reg. 406/19.
- RSC and ECA experience considered an asset.
- Demonstrated leadership overseeing multidisciplinary teams.
- Excellent written and verbal communication skills.



- Strong critical thinking, analytical abilities, and adaptability.
- Proven organizational skills and attention to detail.
- Growth-oriented mindset with interest in business development and expansion initiatives.

### **Why Join Team XS?**

#### **Work-Life Balance**

A progressive hybrid-remote work model, four weeks of vacation, flexible hours, and a culture that prioritizes employee well-being and sustainability.

#### **Exciting & Meaningful Work**

Work at the forefront of excess soil management on major provincial infrastructure projects, learning from recognized experts and advancing your career in a high-growth environment.

#### **Challenging & Engaging**

We empower employees to push beyond their comfort zones through coaching, mentoring, and ongoing professional development.

#### **Rewarding & Supportive**

We offer competitive compensation, benefits, bonuses, corporate retreats, and opportunities to contribute across the industry through conferences and events.