

Construction Director | Leading International Main Contractor | Finland



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- **Executive leadership role delivering major mission-critical and large-scale construction projects across Finland**
- **Strategic opportunity to lead multidisciplinary project teams while driving operational excellence, commercial performance, and business growth**
- **Outstanding executive salary and benefits package with long-term career progression within a leading international contractor**

Oradeo Recruitment are seeking an experienced **Construction Director** to join a leading international main contractor delivering complex, high-value construction projects across Finland. Reporting directly to the Managing Director, this is a key leadership position responsible for the strategic management, operational delivery, and commercial success of a portfolio of major projects from pre-construction through to completion and handover.

The successful candidate will provide leadership across project delivery, commercial management, client engagement, business development, and operational performance while ensuring projects are delivered safely, on programme, within budget, and to the highest quality standards. This is an excellent opportunity for an experienced construction executive to join a growing organisation delivering landmark projects across Europe.

Construction Director Responsibilities:

Strategic Leadership

- Lead the successful delivery of major construction projects from pre-construction through commissioning and final handover
- Develop and implement short, medium, and long-term construction strategies to achieve operational and commercial objectives
- Drive project profitability while maintaining the highest standards of quality, safety, and client satisfaction
- Lead the continuous development and improvement of construction management systems, processes, and best practices
- Develop project execution strategies in collaboration with senior management, clients, and project delivery teams
- Ensure effective risk management, governance, and compliance across all project activities
- Identify innovative construction methodologies and cost-saving initiatives to improve project delivery and operational performance
- Provide strategic guidance to senior project teams throughout the full project lifecycle

Operational & Project Delivery

- Oversee multiple large-scale construction projects, ensuring delivery on programme and within budget
- Lead Project Directors, Project Managers, Construction Managers, and multidisciplinary delivery teams
- Monitor project performance through regular reporting, KPI reviews, and commercial assessments
- Ensure compliance with contractual obligations, statutory regulations, quality standards, and client requirements
- Promote operational excellence through effective planning, resource allocation, and project controls
- Drive continuous improvement across construction methodologies and delivery processes
- Ensure successful commissioning, handover, and project close-out activities

Leadership & People Management

- Lead, mentor, and develop high-performing construction management teams across multiple projects
- Foster a collaborative culture focused on safety, accountability, innovation, and continuous improvement
- Promote commercial awareness throughout project delivery teams
- Support succession planning, talent development, and professional growth across operational teams
- Chair senior management meetings and provide regular operational updates to executive leadership
- Build strong internal relationships across commercial, design, engineering, procurement, and project delivery functions

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Necessary Skills & Requirements:

- Third-level qualification in Construction Management, Civil Engineering, Structural Engineering, or a related discipline
- Significant senior leadership experience within a main contractor or large construction organisation
- Proven experience managing multiple large-scale construction projects or complex project portfolios
- Strong commercial acumen with extensive experience managing project profitability, budgets, and financial performance
- Demonstrated success leading multidisciplinary project teams across major construction programmes
- Excellent client relationship management and stakeholder engagement skills
- Strong understanding of project delivery, construction methodologies, procurement, contract administration, and risk management
- Proven ability to develop and implement operational strategies that improve project performance
- Excellent leadership, communication, negotiation, and decision-making skills
- Strong commitment to Health & Safety, Quality Assurance, and Environmental compliance
- Experience mentoring and developing senior project management teams
- Highly organised with exceptional planning and strategic thinking abilities
- Eligible to work within the EU (or able to obtain the necessary work authorisation)

For more information about this Construction Director position or other Executive Construction opportunities across Ireland and Europe, contact Oradeo Recruitment confidentially on +353 1 687 7188 or email recruitment@oradeo.com

About Oradeo – Oradeo Recruitment are specialists in the construction & engineering sector. We are a leading service provider in Ireland, the UK, and Europe for professional recruitment services and managed labour across Construction & Civil Engineering, Data Centres, Mechanical & Electrical, Life Sciences, and Renewable Energies sectors.