



FUGRO ROADWARE Inc.

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Position:	Pavement Engineer
Division:	Data Services
Reports to:	Director, Data Services
Works with:	Data Services Management, Project Managers, Data Analysts, Software Developers, Engineering, Clients
Remuneration:	Commensurate with skills and experience
Closing date:	May 15, 2009

Fugro Roadware is the world's leading road data collection firm. Now part of the Fugro Transportation Infrastructure group, the company is expanding quickly and developing new product and service offerings to meet challenges in the industry. Our core business is data collection and analysis. A fleet of high-tech vehicles drives a client's road network to analyze pavement condition and to inventory roadside assets (e.g. signs, guardrails, catch basins, etc). The collected data is processed and delivered to our clients, who are state- and municipal-level departments of transportation, so that they can make informed infrastructure maintenance and investment decisions. We are presently looking to add talented individuals to our team who want to contribute to the growth of a fast-paced company.

The successful candidate will be a key member of Roadware's Data Services technical and management team, having responsibility for the process and software tools used to deliver pavement and asset data to clients. The candidate will lead efforts to streamline existing workflows, manage the implementation of changes to existing software tools, develop a sophisticated data analysis capability within the division, improve data quality and consistency, provide consulting to Roadware's clients especially during project setup, and facilitate communication between data analysts and software development staff in order to implement new processes and tools. The candidate will also liaise between Roadware and industry experts, consultants, state DOT's and municipal clients as we define and develop new product offerings and capabilities. This is an ideal position for an individual who has exceptional technical skills in data analysis or software development, but also has the business savvy to identify better ways of doing things and to make them happen.

Key Responsibilities

- Develop a thorough understanding of Roadware's data collection abilities, data processing requirements, and distress rating procedures

- Understand the pavement and asset management needs of clients and deliver solutions to meet those needs
- Analyze the end-to-end Data Services processing workflow, focusing especially on distress rating, data analysis, and delivery, to develop solutions to streamline all aspects of processing
- Identify new technologies or methods to solve business and processing bottlenecks throughout the division
- Lead the development of a consultancy mindset to enable Roadware to offer a higher-level of service to clients
- Collaborate with Project Managers to understand our clients' real needs, develop solutions for those needs, and help 'sell' them to the client
- Collaborate with and train analysts, clients, marketing, and software developers, recommending and implementing changes to current products and processing tools
- Work closely with the project setup team to ensure that processing solutions meet clients' needs and that unnecessary steps are eliminated
- Define and develop new quality procedures to ensure Roadware's deliverables and product offerings are the best in the industry
- Possibly grow the position towards leading a larger team of analysts and/or software developers
- Operate independently and effectively to ensure the success of new initiatives and process roll-outs
- Identify process risks early and provide plans for risk mitigation
- Motivate and coach users and developers as new processes are defined and put into production
- Liaise with other industry experts, consultants, and clients to gather

information needed to enhance Roadware's products and services

- Prepare and conduct internal and external presentations to inform users and clients of product enhancements and research results
- Participate in industry conferences, boards, and committees as needed to facilitate knowledge transfer between Roadware and the industry
- Travel to client sites in North America as needed to support requirements gathering, process and project setup, client training, and communication (est. 3-6 trips per year)

Skill Requirements

- Outstanding problem solving ability, process analysis skills, and data analysis skills with a proven track record in a technical environment
- Pavement design/construction and lifecycle modeling experience required; experience with PMS systems required
- Engineering, math, computer science, or similar technical degree (Bachelor's level required, advanced degree preferred)
- Some software development experience would be an asset (C#, .NET, SQL, database development)
- Strong leadership skills including delegation, motivation, negotiation, coaching, and issue resolution
- Excellent communications skills and ability to obtain buy-in for ideas
- Background in the areas of pavement management, systems development, consulting, change management, and leadership would round out the ideal candidate
- Career ambition and the desire to make a difference
- 5-15 years of relevant, progressive work experience required