

MANAGEMENT CANDIDATE ACCELERATION PROGRAM

THE FOUNDATION FOR BUILDING TOMORROW'S LEADERS



1 WHAT IS THE MANAGEMENT CANDIDATE ACCELERATION PROGRAM?

The Management Candidate Acceleration Program (MCAP) is an intensive two-year program that provides an unmatched opportunity to gain hands-on experience in the construction management field in a variety of roles and functional areas within Gilbane and Gilbane Federal.

“When I look around our various business units I love seeing management trainees who have grown into our current leaders. I know they are prepared and more importantly they are aligned with our Core Values. The future of our company relies on attracting and developing the very best talent. We are doing just that insuring the future success of our family business.”

*William J. Gilbane, Jr.,
Vice Chairman of Gilbane
Building Company*

2 WHAT WILL I DO IN THE PROGRAM?

Throughout the program, Management Candidates discover personal strengths and career interests. They learn various aspects of construction management during field and office rotations as well as technical and leadership skills building. This rigorous program consists of:

Hands-On Experiential Learning to expose you to day-to-day jobsite and departmental processes. You will rotate through experiences like estimating, purchasing, and scheduling for 12 months and serve in the field on six month rotations as a Project Engineer and a Superintendent.

Technical and Leadership Skills Building to provide you with technical learning experiences to help you master key skills in a variety of roles, and specialized leadership training and coaching.

After successfully completing the program, Management Candidates are prepared to take on a variety of positions locally or in various geographic locations around the globe. Career paths often lead to positions that include Senior General Superintendent, Project Manager, Project Executive, and other functional area management positions. Past graduates have said that the program helped them become the leaders they are today at Gilbane.



3 I WANT TO BE CONSIDERED FOR THE MCAP!

To be considered for the Program, you must:

- › be at the beginning of your career
- › have between one and three years of Gilbane operations experience

Excellent oral and written communication skills are essential as Management Candidates rotate through areas of direct customer contact. If you see yourself as a high energy, strong leader with a passion for continuous development and a desire to obtain a leadership opportunity in the future, then this program is for you!