



Canadian
Construction
Association

2021 CCA National Awards **CCA Community Leader**



Construction Association
of Nova Scotia nominates:
rsc construction Inc.



The rcs Difference

rcs construction has been building in Atlantic Canada for over twenty-five years, and during this time they have worked on far more than buildings. The foundation of rcs construction is their clients and their talented team. As a general contractor building landmark projects, the company values quality workmanship, aggressive scheduling, timely communication and value-based budgets. Their clients love them because they are real people who work hard to please their clients. rcs loves what they do and are fiercely protective of their incredible corporate culture. By focusing on maintaining the human element of the construction process, rcs is able to connect with clients on a meaningful level, allowing them to select the appropriate team for each specific project and ensure success from day one.

Workplace Community & Culture

Working to stay involved in causes that benefit and improve the communities they live and work in, rcs has always been proud of giving back. Whether it's supporting employees through sports teams and social clubs, helping their families with life challenges, or providing their employee's families with post-secondary educational opportunities through rcs bursary award – there is no form of giving back that is too small, especially when it comes to their own people. rcs is just as proud to provide jerseys to recreational sports teams as they are to donate time on major construction projects. Giving back is a part of rcs construction and is part of who they are and who they are proud to be.

In terms of community in relation to their company, rcs believes that a good, positive working environment is very important and integral for success. They put focus on truly understanding and fostering positive work culture, and teamwork is one of their core values.

Brendan Nobes, Director of Major Projects at rcs and first vice-chair of the Canadian Construction Association's board of directors, notes that when people talk about what they like most about rcs, it's always the people - the people are fantastic and are great to work with.

“What comes to mind whenever our team says this, is the fact that they are the people. We embrace culture and hire for best fit, making sure people have the rcs attitude. The people who enjoy working here are those who create this attitude - they're the folks that we all like to work with. Employees say they like working with the people, to me that means we've been successful and the team we have contributes to that culture. It's all part of how we are.”

- Brendan Nobes

More Than Structures; Building Community

rsc construction is dedicated to the contribution of positive change and fully embraces opportunities that extend beyond project knowledge and scope.

Their approach to community engagement is to actively discover how to support those they do business with and their communities. From the top down, the rsc team is dedicated to the communities they build in and live in. Not only do they give back to charities in these communities, but rsc also holds and offers the utmost respect when building in them.

rsc ensures that employees also have the opportunity to give back to their chosen community groups by providing paid days each year so they can volunteer for a charity of the employee's choice. In addition to encouraging their employees to give back, the rsc leadership team chooses to lead by example and many of their senior team sit on an eclectic group of boards. Each appointment allows rsc to contribute to a variety of charitable and non-profit entities. Their Community Giving Wall, located in their office, highlights many of their charitable and community achievements.



21 Years of rcs construction's Annual Golf Invitational –

rsc dedicates the proceeds of their annual golf tournament to a local charity each year, with Feed Nova Scotia, IWK Health Centre, Orange Shirt Society and Mental Health Foundation being a few of the recent recipients.

Mental Health
Foundation
of Nova Scotia



feed
nova scotia



The Great Big Dig –

The Great Big Dig, one of the most prominent fundraising events in Atlantic Canada, was started by rsc president and CEO, Doug Doucet, 18 years ago. This annual event raises money for vital pieces of medical equipment for the IWK Health Centre. Over its lifetime, it has raised over \$8 million dollars for the children's hospital.

Other Community Groups Supported by rcs –

The success of rcs's past twenty-five years in business can be attributed to the relationships they have forged in the communities they live and work in. rcs is proud to give back through sponsoring and supporting other community groups such as:

- Feed Nova Scotia, a local charity in Nova Scotia whose mission is to increase food security through food distribution, education and collaboration.
- Ronald McDonald House Charities, a charity that creates, finds, and support programs that directly improve the health and well-being of children and their families.
- Deaf and Hard of Hearing (DHH) Youth Association of Nova Scotia, who provides DHH youth with opportunities to meet other DHH youth by promoting awareness, organizing activities and events.
- Arthritis Society of Nova Scotia, a health charity, fueled by donors and volunteers, with a vision to live in a world where people are free from the devastating effects that arthritis has on lives.
- Hospice Halifax, a compassionate and supportive community of staff members, volunteers, and donors dedicated to making dying and living as comfortable and as meaningful as possible at the end of life.
- Many more!

Building Houses for the Vulnerable –

Some of rcs's proudest projects in the community includes work on safe spaces for vulnerable and struggling community members. rcs is always proud to see their name and signs attached to great projects, but they are even prouder to see it attached to great causes that support our communities.

- Sobeys Cancer Support Centre — The expansion and renovation to the Sobeys Cancer Support Centre that lodges welcome homes away from home for people with cancer who need to travel to receive treatment.
- Hospice Halifax – The construction of a second-hand store for Hospice Halifax to provide a way to raise funds for the ongoing operation and programs.
- Bryony House — The construction of the Bryony Multi-Story Facility completed in 2020. Bryony House is a 24-bed shelter and each year, approximately 470 women and children stay there and 2,500 distress calls are answered intended to break the cycle of abuse.

Supporting Diversity & Inclusion

Members of the rcs leadership team are active with many community groups to connect with and recruit immigrants, those identifying as female, and other underrepresented communities to be a part of rcs's talented team.

Working with these community partners allows rcs the incredible opportunity to

involve a diverse set of people, skills and backgrounds.

- Mental Health Foundation of Nova Scotia, a registered charity that works to increase financial support to community initiatives throughout Nova Scotia while providing hope and eradicating the stigma around mental illness and addiction
- Techsploration, a program aimed at empowering female-identifying students in ninth grade and encouraging them to consider careers in science, trades, engineering and technology.
- Immigrant Services Association of Nova Scotia (ISANS), an organization that helps immigrants build a future in Nova Scotia, through integration services in settlement, employment, language, business, and community connections.
- YWCA Halifax's Shift Change program, a project that began in 2018 with a question of how to further women's economic security in the field of skilled trades.
- reachAbility, an organization providing supportive and accessible programs that build capacity for inclusion and equalize the playing field for people facing barriers.

Advocates for Industry

rsc construction has been a proud member the Construction Association of Nova Scotia for twenty-five years. rsc and CANS has shared a long history of working together to better the industry.

This year, Brendan Nobes, a member of the rcs leadership team, was elected as first vice-chair of the Canadian Construction Association's Board of Directors. Brendan is hardworking, dedicated and passionate about the construction industry and the community that his company builds in.

Throughout his involvement with the Construction Association of Nova Scotia, Brendan was (and still is) influential in moving the industry forward — he was a huge asset in guiding CANS through Standard Practices, a key industry supporter in the development and execution of the CANS Online Bidding System, and instrumental in shaping other areas of our programs and services. Brendan's appointment is the first time a Nova Scotian has held this position since 1989 when Jack Flemming of Ocean Contractors held the honour.



**This submission was prepared by the
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on behalf of rcs construction Inc.**

Questions?

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