

## Acertitude Helps Gilbane Land Strategic Leaders as Bill Gilbane III Joins Board



Rich Cavallaro, former Skanska CEO, and Grant Gagnier, former Suffolk COO, will drive significant growth in the New York market as part of the company's strategic plan.

**NEW YORK (Feb. 20, 2020)** — Acertitude, the executive search firm unleashing human potential, has helped Gilbane Building Company, one of New York's largest family-owned construction firms for nearly 150 years, recruit two new top executives as Bill Gilbane III transitions from head of the company's New York division to board member. In his new role, Bill will continue to promote and scale the synergies between Gilbane Building Company and Gilbane Development Company.

Former Skanska U.S. CEO Rich Cavallaro joins as executive vice president, leading the New York division — comprised of the New York City, Upstate New York and New Jersey business units — and the New England division. Grant Gagnier, previously head of operations of Lendlease's construction business in the U.S., joins as vice president and New York City business unit leader.

"We're joined by two outstanding construction executives who will bring their leadership, proven experience, and key relationships to further build Gilbane's growth in the region," Michael McKelvy, President and CEO of Gilbane Building Company, said in a [press release](#).

Cavallaro previously spent 23 years at Skanska, and he served as president and CEO of its U.S. civil and building divisions for the past 10 years.

"Rich is a veteran executive leader who builds business operations on the fundamental values of safety, diversity, innovation, and corporate citizenship, which fit seamlessly with our values at Gilbane," McKelvy said. "He has developed long-term, trusted relationships with clients and partners that will help us grow our business throughout the Northeast."

Prior to overseeing construction operations at Lendlease, Gagnier served as the chief operating officer for Suffolk Construction's New York region.

"Grant is a high-energy, results-driven builder," McKelvy said. "I'm confident his leadership and management expertise will result in an even stronger and more dynamic business operation in New York City, bringing greater value to our clients."

New York is a significant construction market and represents an important part of the Gilbane Building Company's strategic plan for growth.

"As Gilbane continues to grow and proactively think about the future, its decision to recruit talented commercial and operational leadership, such as Rich and Grant, is game-changing," said Kevin O'Neill, co-founder and managing partner of Acertitude. "As Bill Gilbane III made an extraordinary contribution to the company's expansion in New York, it is imperative that the next leaders respect that legacy while focusing on the future. Rich Cavallaro and Grant Gagnier are perfectly suited for the opportunities ahead."

The new executive leaders, who are heavy hitters in the construction industry, were identified through a robust search process with great attention to cultural fit. These completed searches mark yet another successful milestone in the strong partnership between Gilbane and Acertitude.

"In the highly competitive war for A-players in New York's construction market, companies need to take ownership for becoming a recognized employer of choice," said Doug Rosen, partner at Acertitude. "Gilbane gets what it takes to attract and retain high-performing executives, as evidenced by their first goal of Vision 2020 to put people first. We are thrilled to have helped them land two outstanding leaders and put them on the path to another terrific year of growth in 2020 and beyond."

For more information, visit:

[William J. Gilbane III to Join Board of Gilbane, Inc.; Strategic New Leaders Join Gilbane Building Company](#)

[Former Skanska CEO Tapped to Lead Gilbane](#)

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## **About Acertitude**

Acertitude is the executive search firm unleashing human potential. We discover, connect, and empower brilliant people at work. Our approach to search creates human connections, uses sophisticated data and behavioral analytics, and brings your inside story to life. Our team specializes in the consumer, financial, healthcare and life sciences, industrial, private equity, professional services, and technology industries. Explore how to unleash your potential: [www.acertitude.com](http://www.acertitude.com).

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