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## **2025 Ones To Watch - Rising Stars: Justin Caron, Northstar Project & Real Estate Services**

May 23, 2025 - Spotlights



Justin Caron  
Associate Vice President

## Northstar Project & Real Estate Services

“It’s been a privilege to work alongside Justin, who has consistently demonstrated exceptional dedication, reliability and professionalism as an Owner’s Project Manager. He has become an indispensable part of our team, known not only for his deep knowledge of project management but also his unwavering commitment to getting the job done right. What truly sets Justin apart is his loyalty and integrity. In an industry where change is constant, Justin has remained a steady, dependable force. His commitment to Northstar and our mission has helped shape not just our projects, but our culture as well.” - Kirstin Brown, Principal | President at Northstar Project & Real Estate Services.

What recent professional milestone or project are you most proud of, and why? I recently completed two residential projects for Harvard University Housing (HUH) which were both Passive House certified, the first projects with that certification for HUH. Both were 19th century Victorian renovations which were accompanied by a host of challenges as the project team collectively navigated through the Passive House requirements. I am especially proud of the team’s resilience and strategic thinking to turn our initially failed envelope tests at both buildings into the first two Passive House certified projects for Northstar.

Who has played a pivotal role in your development, and how have they influenced you? Being at Northstar for 12+ years, I’ve worked with almost every partner. What sets Northstar apart is unfettered access to partnership at any level. From starting on the Harvard University account working with Chris Packard & David Girard, to working closely with our president, Kirstin Brown on my current project, I’ve been able to learn & observe how partners manage, strategize on project challenges & handle difficult situations. With our open work environment, employees at every level sit side by side with partners to learn, ask questions & gain insight even if not working with that partner.

What’s one challenge you’ve overcome in your career so far, and what did it teach you? Early on in my career at Northstar, we were building two high- end outdoor playgrounds. The budget at the time was the largest I had managed in my career and nearly all of it was associated with the equipment. I remember reviewing the purchase order & quickly approving, thinking it must be right since we had gone over the final equipment schedule many times. When the equipment showed up, it was built as a pad mount instead of foundation. I learned very quickly that attention to detail is absolutely critical in this field and I have carried that with me to this day when reviewing key documents.

If you could give advice to someone just starting out in your field, what would it be? Do not be afraid to ask questions for fear of embarrassment. Our industry can be intimidating as a young professional when it feels like everyone on a project team is much more senior. I learned early on that everyone on a project team is working towards the same goal, and all were more than happy to

take the extra time to explain something to a younger professional. I've tried to take that same mindset as I continue my career and am now working with team members who started right where I was.

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