



Director of Construction Services

Position Description

Reports to: CEO

Division/Department: Production

Supervises: Estimators/Project Managers

Status: Full Time, Exempt

OVERVIEW

This position will lead, scale, and optimize our construction division. This role is responsible for overseeing all construction activities, driving profitability, ensuring operational excellence, and building high-performing teams. The ideal candidate is both strategic and hands-on, with deep construction experience and a proven ability to lead people, processes, and performance.

JOB DESCRIPTION

Responsibilities

- Lead all construction and reconstruction operations across multifamily and commercial projects
- Develop and execute strategies to improve gross margin, capture ratio, revenue, cycle time, quality, and customer satisfaction
- Build, mentor, and hold accountable estimators, project managers, superintendents, subcontractors, and field staff surrounding the company core values
- Establish and enforce best practices for estimating, job costing, scheduling, and project execution
- Partner closely with all divisions
- Monitor KPIs including margin, revenue, change orders, schedule adherence, labor productivity, and customer outcomes
- Drive scalability through systems, process improvement, and operational discipline
- Ensure compliance with safety, building codes, insurance requirements, and company standards
- Act as a senior leader representing construction operations internally and externally

Qualifications:

- 8-15+ years of construction leadership experience
- Proven success managing multiple estimators and project managers, and high project volume
- Strong understanding of job costing
- Demonstrated ability to lead, coach, and hold teams accountable
- Financial acumen with experience managing P&L, budgets, and KPIs
- Excellent communication and leadership presence
- Experience with Microsoft Office, Outlook, PowerPoint, Excel

