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| POSITION TITLE | SUPERVISORY RESPONSIBILITY | REPORTS TO |
| Construction Regional Manager | Yes | President |
| EMPLOYMENT STATUS | FLSA Status | Effective Date |
| [ ]  Temporary [x]  Full-Time [ ]  Part-Time | [ ]  Non-Exempt [x]  Exempt | 02/03/23 |

# POSITION SUMMARY

The Construction Regional Manager provides direction, guidance, and leadership in all aspects of one or more projects, from preconstruction to closeout. The Regional Manager is responsible for developing relationships with subcontractors and industry partners to gain trust and promote future business opportunities.

Elmington is comprised of multiple locations and lines of business that are operated as their own living, breathing corporation. They have income and expenses, debt and a bottom line - all of which we will look to you to help optimize through your role. Along with this responsibility comes a very high level of expectations. We are asking you to be an integral part of a multi-million dollar company. At Elmington, you will be pushed to **F**orget **T**he **O**rdinary & **T**hink **L**ike an **O**wner. Every day.

To be an effective Elmington teammate, you will need to:

* Have a great attitude
* Have high expectations
* Think BEYOND the box
* Work with passion
* Have a tireless work ethic
* Be confident
* Be self-sufficient and self-motivated
* Take pride in your work
* Be a good listener
* Offer a solution with every problem
* Go above and beyond for everyone you support

**ESSENTIAL JOB FUNCTIONS:**

* Visit each jobsite as needed to have a working knowledge of active project status and forecast.
* Identify roles, responsibilities, and accountabilities of construction teams for specific projects.
* Foster highly cohesive and productive teams to advance employee engagement and accountability.
* Develop relationships with subcontractors and industry partners to gain trust and promote future business opportunities.
* Deliver timely and constructive feedback to Project Teams aimed at improving skills, knowledge, and abilities.
* Identify and relay project constraints with the executive team.
* Manage up to 6 project teams establishing clear and precise goals and objectives.
* Guarantee adherence to all policies, procedures, and compliance requirements on specific projects.
* Ensure project team has performed a detailed review of project documents to stay ahead of RFI’s and future coordination issues.
* Review all subcontracts for financial accuracy in comparison to the project documents and project budget, Including any Terms and Conditions negotiations between subcontractor and executive/legal team.
* Review financial projections and project schedules.
* Lead pricing decisions and risk analysis that impacts project cost and delivery schedule.

**SPECIFIC EDUCATION OR EXPERIENCE:**

* B.S. Degree in a Construction related program is preferred, but not required if experience levels are high
* 7-10 years with related industry experience.

## PHYSICAL DEMANDS AND WORK ENVIRONMENT

* Frequently sit, stand and walk
* Regularly required to talk or hear
* Frequently required to use hands or fingers to handle or feel objects, tools or controls
* Occasionally required to climb or balance, stoop, kneel, crouch or crawl.
* Frequently lift and/or move up to 50 pounds
* Vision abilities to include close vision, distance vision, peripheral vision and the ability to adjust focus
* The noise level in the work environment is usually moderate
* Occasional requirements to work at elevated heights and in confined spaces
* Temperature in the workplace is typically moderate, though the ability to withstand seasonal cold and heat of the outdoors is necessary

## TRAVEL REQUIREMENTS

This position will require up to 50% travel.

**The Elmington Experience**

We’re creating a different kind of company at Elmington. We promise we will *never* be ordinary, which we hope you can see by this job description. There will be many days you simply aren’t comfortable. You will be pushed to accomplish more than you ever thought possible. You will be challenged by your team leader and your peers to achieve more and to find better ways. With that said, we know Elmington is not for everyone. BUT, if you believe in yourself, enjoy a challenge and appreciate working with exceptional people, then Elmington could very well be the last company you ever work for.

**Are you ready to FTO? It’s time to TLO!**

### Reviewed with employee by

### Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Name (print): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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### Received and accepted by

### Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Name (print): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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The company is an Equal Opportunity Employer, drug free workplace, and complies with ADA regulations as applicable.