

Description

Job Title: Construction Manager I (Full-Time & Internships)

Department: Construction

Reports To: Construction Project Manager

Employment Status: Salary (Exempt)

Primary Location: Colorado, Utah, Memphis, Ohio

Compensation: Full-Time (\$70,000-\$80,000) Internship (\$24-\$26 HR)

Please send your resume to Diane Nemmers (Sr. Manager, Recruiting)
dnemmers@congruex.com

Company Profile:

Congruex provides digital infrastructure solutions through engineering and construction services that connect communities nationwide. This includes wireline, wireless, data centers, and utility services from initial concept to market go-live.

With employees across the United States and India, the work we do enables essential infrastructure for the future of communications.

Build a Career. Build What Matters.

We are building tomorrow, together. Will you join us?

Your New Job

Job Summary:

The Construction Manager manages and oversees the performance and activities of construction crews, ensuring work is performed in a safe, accurate, and timely manner. Inspects ongoing work, ensures adherence to state and local codes, arranges for necessary equipment, and keeps construction project costs at or under budget.

Job Responsibilities (Including, but not limited to):

- Manages and coordinates the activities of assigned construction crews
- Continuously evaluates and informs each direct report's performance and improve their skills for the advancement of the team
- Enforces company policies and procedures
- Administers appropriate corrective disciplinary actions and prepares supporting documentation to address employee performance and/or behavioral issues
- Trains Foremen

- Foreman report to Construction Manager on assigned jobs
- Works with the Project Manager coordinating, scheduling, and material ordering
- Works with customer on the site coordination and planning
- Has authority to order material for assigned job
- Works with Admin on crew timesheets and documents for assigned jobs and job setups
- Invoice approvals
- Ensures projects are completed within budget and on schedule
- Tracks milestones and deliverables amongst the lifespan of a project
- Approve and/or fill-out daily production reports, mark up maps, keep track of work hours, and complete As-Builts and Closeout packages.
- Performs interviews and manages hiring for field crews
- Performs other duties as assigned

Required Skills & Qualifications:

General

- High school diploma or equivalent
- Valid driver's license with clean driving record
- Proven ability to manage, train, and oversee the performance and activities of construction crews, ensuring work is performed in a safe, accurate, and timely manner
- Proficient in aerial/underground construction
- Capable of reading and interpreting building plans, blueprints, and specifications
- Strong organizational skills
- Strong written and oral communication skills and employs effective listening skills
- Ability to present a professional demeanor with well-developed interpersonal skills including the ability to work well with diverse personalities; works well in a team environment
- Intermediate or advanced knowledge and experience using computer equipment and related software (Excel, Word, Scheduling Software, HCSS Heavy Bid, etc.)
- Ability to do statistical analysis, percentages, profit calculations, ratios, budget forecasts
- Ability to calculate figures, discounts, percentages, ratios, proportions, fractions, do estimates, etc.

- Ability to read, analyze and interpret RFPs, trade journals, contracts, financial reports, job documents and prints, operating manuals, safety rules & regulations, training manuals, etc.
- Ability to respond to inquiries or complaints from customers, employees, regulatory agencies, or members of the business community
- Ability to effectively present information to top management, employees, customers, and public groups
- Ability to define problems, collect data, establish facts, and draw valid conclusions
- Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables
- Excellent attention to detail with emphasis placed on quality
- Ability to handle multiple tasks and meet deadlines

Physical Demands and Work Environment

- Must be able and willing to work indoors and outdoors, subject to inclement weather conditions
- Must be able to maintain visual and audible contact with other crewman and all moving or stationary persons/vehicles/objects to ensure safe coordination of movement
- Must be able to work around heavy equipment and machinery
- Must be able to lift and carry up to 50 pounds
- Routinely requires extended periods of bending, squatting, climbing, kneeling, pushing, pulling, lifting, lifting in awkward positions, standing, and twisting
- Must be able to stand, walk, sit or be in other physically demanding positions for long periods of time
- Must be able to work while wearing safety boots, safety glasses, hardhat, and any applicable safety gear

Recruited Licenses/Certificates/Registrations:

- CPR/First Aid
- OSHA 30

Congruex Culture & Benefits:

Congruex's culture of safety and performance is built on the 4X Factor core values of Be Safe, Be Accountable, Be Respectful, and Earn Trust. These values guide how we work with one another and how we interact with our customers.

We are committed to building a workplace where employees feel supported and recognized. We invest in employees through a comprehensive approach, including the benefits below with eligibility on Day 1 of employment:

- Medical, Dental & Vision benefits with 70% paid by the company
- 401(k) with company match up to 4% and immediate vesting
- Flexible PTO for exempt roles & competitive PTO accrual for non-exempt roles
- 10 company paid holidays (9 standard and 1 floating)
- Company Paid Short-Term and Long-Term Disability coverage
- Company Paid Maternity & Parental Leave options
- Company Paid Basic Life Insurance (with employee paid voluntary options)
- Annual Safety Boot Program of up to \$150 per eligible field employee per year
- Safety Points Program for eligible field employees redeemable in the company store
- Free wellness benefits like counseling, financial planning, and more

The Fine Print:

We will determine salary based on skills and experience in relation to the function of the role, as well as equity to employees in similar roles. Some benefits have eligibility criteria. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. This document does not create an employment contract, implied or otherwise, other than an “at-will” employment relationship.