



Director of Construction – Residential

Department: Rush Residential, *a division of The Rush Companies*
Reports To: VP of Rush Residential
FLSA Classification: Exempt

Summary:

For more than 35 years, Rush Residential has designed and built beautiful, timeless homes inspired by the stunning backdrop of Mt. Rainier and the Puget Sound.

At Rush Residential, our mission is to build communities that exceed expectations. Rush's discerning attention to materials, systems and construction is unsurpassed in our region. With an emphasis on quality, custom designs, customer care and responsible practices, every home we build is designed to be enjoyed for generations to come.

This position oversees all homebuilding field operations including vertical construction, means and methods, established standardized best practices for home construction, and partners with home design, engineering, and supplier professionals to deliver excellent homes. Manages and mentors' personnel and subcontractors, while ensuring appropriate, consistent, focus on cost control through value engineering. Develops and implements Quality Control measures to ensure defect-free delivery of homes to *every* customer. Works with division leadership team to set and deliver results based on established goals. Provides day-to-day operations support to Construction Managers and ensures timely and cost-effective delivery of high-quality homes.

Responsibilities:

- Participates in value engineering of homes, including product specifications and alternatives
- Maintains focus on best practices to deliver reliable home deliveries on time, on budget, and to achieve quality metrics for customer satisfaction
- Cultivates strong relationships with Rush team members, external vendors, subcontractors, inspectors, and homeowners to ensure their satisfaction
- Reviews each project in-depth to analyze deliverables and estimate costs
- Oversees all onsite and offsite construction to monitor compliance
- Prepares written and oral reports pertaining to job status
- Analyzes, manages and mitigates risks
- Works to eliminate waste across all areas of production and to minimize variances from both construction time and project budget
- Ensures all safety procedures are effective, adhered to, and comply with jurisdictional requirements including OSHA and DOE

Organizational Improvement

- Leads by example, and shows willingness to lend a hand if you have extra time or expertise
- Volunteers to push Company initiatives forward
- Coach, mentor, and train others
- Share information and resources willingly
- Come to meetings prepared to contribute

Contracting and Subcontracting

- Organizes team for success and clarity around tasks and accountability
- Makes sure all subcontractors are prequalified, capable of doing the work, and not overloaded with backlog
- Confirms that home plans and specifications are appropriate to plat specifications
- Knowledgeable about dealing with subcontractors that are out of contract compliance
- Firm but fair with subcontractors, review proposed PO's, negotiate effectively
- Coach subcontractors for great performance

Project Management Skills

- Reviews and approves all schedules, making sure they are updated daily, develops workarounds when delays are foreseeable
- Understands constraints and durations of scheduled activities
- Leads project and subcontractor meetings (delegates to superintendent as necessary)
- Assess personnel performance on projects
- Makes sure each plat design/development is well planned and coordinated. Oversees proper set up, trade prep meetings. Practices effective close-out process. Captures lessons learned on each project
- Confirms Construction Manager is doing effective job of managing resources in the field and handling variable costs such as community presentation, clean up, dumpsters, etc.
- Understands and monitors safety rules while promoting a safe workplace
- Elevates issues of concern immediately
- Accurately processes change orders, and reviews invoices
- Prompt response time to action items, owner and consultant issues, manages priorities

Cost Control and Forecasting

- Effectively and accurately manages budgets and schedules. Presents status to management
- Capable of learning and utilizing homebuilding software (BuildPro), to ensure job outcomes

Work Styles and Habits

- Strategic thinking and problem-solving skills
- Strong leadership and communication skills
- Goal oriented, self-motivated, and accountable
- Customer focused
- Collegial, cooperative, and respectful of all team members
- Industrious, uses time well
- Recognizes and manages risk

- Possesses a natural sense of urgency
- Ethical and honest
- Lifelong learner (hours of training)
- Regular, reliable, and on-time attendance
- Committed (willing to do what it takes)

Job Requirements

- Bachelor of Business Administration and/or Construction Management degree
- Minimum 7 years of related construction experience in scheduling, field supervision, procurement, and knowledge of production throughout all phases of construction

Our team members at The Rush Companies have a strong reputation for exercising integrity, good judgment and sound business practices in our dealings with clients, consultants, subcontractors and suppliers. We are committed to selecting only those individuals who share in our loyalties while also maintaining our standards of quality and safety.

For more information about The Rush Companies or the application process, go to:

<http://www.therushcompanies.com/rushcareers>

How to Apply:

Please send cover letter and resume to jobs@therushcompanies.com or via U.S. mail to:

The Rush Companies
c/o Human Resources
6622 Wollochet Dr
Gig Harbor, WA 98332

Equal Opportunity & Drug-Free Employer

Disclaimer: This job description is only a summary of the typical functions of the job, not an exhaustive or comprehensive list of all possible job duties and responsibilities.

THE RUSH COMPANIES

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