



General Manager of Construction, Land Acquisition & Development – Residential

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

Summary:

At The Rush Companies, we hire extraordinary individuals that can contribute and help further build our team. With a focus on community involvement and giving, we look for new team members that not only enjoy the work they are doing, but are looking for a purpose within their careers. For more than 36 years, Rush Residential, Inc. has designed and built beautiful, timeless homes inspired by the stunning backdrop of Mt. Rainier and the Puget Sound. Our mission is to build communities that exceed expectations. 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.

Rush Residential is looking for a **General Manager of Construction, Land Acquisition & Development** to oversee the entire process from land acquisition to construction completion, driving the growth of the development pipeline by identifying and securing land-led opportunities. Responsible for approving land development requirements, managing section engineering and field operations, and coordinating with construction and engineering professionals. The GM ensures projects meet all objectives and safety standards. They lead vertical construction efforts, establish best practices, and collaborate with stakeholders to deliver exceptional homes. Additionally, the role involves mentoring personnel and subcontractors, prioritizing cost control through value engineering, and collaborating with division leadership to achieve established goals, while providing operational support to Construction Managers for the timely delivery of high-quality homes.

Responsibilities:

- Participate in design and support the growth of our residential homebuilding division consistent with our business plan and ensuring alignment with company goals.
- Lead the strategy and oversee the land acquisition and development team with the goal of delivering finished lots to vertical construction.
- Evaluate and execute acquisition opportunities and lead planning efforts to develop land consistent with best value, being mindful of development timelines and budgets.
- Lead the vertical construction team in the development and implementation of best practices to consistently deliver the highest quality homes and exemplary customer experience.
- Facilitate seamless communication and coordination between the Land Acquisition and Land Development functions, fostering a collaborative environment to streamline processes, resolve challenges, and capitalize on synergies between land acquisition and development activities.

- Participates in value engineering of homes, including product specifications and alternatives
- 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
- 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
- Assisting with employee recruitment, as well as overseeing the onboarding process and training of new division staff members.

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 Construction Managers as necessary)
- 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 Managers are doing an effective job of managing resources in the field and handling variable costs such as community presentation, clean up, dumpsters, etc.
- Elevates issues of concern immediately
- 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 (Homefront), 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
- Possesses a natural sense of urgency
- Ethical and honest
- Lifelong learner (hours of training)
- 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
- Previous experience in land development management is required.

Compensation & Benefits

Salary Range: \$165,000 - \$185,000

Benefits: Medical, Dental, Vision, Life Insurance, 401 (k), 401 (k) matching, FSA, HSA, Tuition Reimbursement, Referral Program, Employee Discount, Professional Development Assistance, PTO and Bonus Pay.

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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