



**About us:** B&S Site Development is more than just another construction company. We are a family of unique individuals committed to our culture, our values, and each other. We believe in making our own luck and creating our own opportunities. B&S Site Development accomplishes this by constantly innovating, finding ways to create new value and seizing new opportunities. We are a leading site development contractor that specializes in mission critical and large-scale commercial projects that focus on customer relationships and client satisfaction.

We have offices in Manassas, VA; Richmond, VA; Columbus, OH and projects in 5 states (VA, PA, MD, OH, IN). We have been in business for over 20 years and have become the leading site contractor for the data center industry. We work on parcels ranging from 20-100+ acres.

### **Job Summary:**

The Senior Project Manager (SPM) leads the full lifecycle of complex civil and site development projects—from pre-construction planning through closeout—while overseeing multiple project teams, managing high-value budgets, and ensuring exceptional execution across all phases. This role is accountable for strategic planning, risk management, client leadership, and operational excellence across several concurrent job sites.

The Senior Project Manager is a seasoned construction professional with deep technical expertise, strong financial discipline, and the ability to mentor project teams while driving results. The ideal candidate excels at anticipating challenges, developing solutions, and ensuring projects are delivered safely, on schedule, within budget, and to the highest quality standards.

### **Job Duties:**

#### **Pre-Construction Strategy & Planning**

- Lead early-stage project planning with engineers, architects, surveyors, and clients to define scope, design intent, and execution strategy.
- Oversee estimating, value engineering, and constructability reviews for multiple projects.
- Develop comprehensive budgets, schedules, and resource plans aligned with company goals.
- Identify long-lead materials and implement proactive procurement strategies.
- Approve bid packages and evaluate subcontractor proposals at a senior level.

# SENIOR PROJECT MANAGER

## **Permitting, Compliance & Regulatory Oversight**

- Direct the permitting strategy and ensure timely acquisition of all required approvals.
- Oversee compliance with environmental, erosion control, and municipal regulations.
- Maintain high-level relationships with regulatory agencies and ensure documentation accuracy.

## **Project Scheduling, Resource Allocation & Risk Management**

- Build and manage master schedules, identifying critical path activities and risk points.
- Allocate manpower, equipment, and materials across multiple active projects.
- Lead schedule optimization efforts and implement recovery plans when needed.
- Anticipate field, design, or weather-related impacts and adjust plans proactively.

## **Procurement, Materials & Equipment Leadership**

- Oversee procurement strategies for major materials, equipment, and subcontracted services.
- Resolve escalated material shortages, delivery conflicts, or specification issues.
- Ensure procurement aligns with financial targets and project timelines.

## **Subcontractor & Vendor Management**

- Select, negotiate, and manage high-value subcontractor contracts.
- Define scopes of work and performance expectations at a senior level.
- Lead coordination meetings to ensure alignment across trades and resolve conflicts.
- Hold subcontractors accountable for quality, safety, and contractual compliance.

## **Field Operations Leadership**

- Provide senior-level guidance to Superintendents, Foremen, and field teams.
- Conduct regular site visits to verify progress, quality, and adherence to plans.
- Support field leadership in resolving complex technical or operational issues.
- Champion a culture of safety, quality, and continuous improvement.

## **Financial Management, Forecasting & Cost Control**

- Own full P&L responsibility for assigned projects.
- Track budgets, cost codes, forecasts, and financial performance across multiple jobs.
- Approve invoices, change orders, and subcontractor pay applications.
- Identify cost exposures early and implement mitigation strategies.
- Ensure all projects meet or exceed profitability targets.

## **Client Leadership, Communication & Reporting**

## SENIOR PROJECT MANAGER

- Serve as the senior point of contact for clients, engineers, inspectors, and stakeholders.
- Lead executive-level progress meetings and deliver clear, data-driven updates.
- Prepare and review detailed progress reports, production tracking, and schedule analyses.
- Build long-term, trust-based client relationships that support repeat business.

### **Quality Assurance & Safety Oversight**

- Ensure all work meets engineering standards, specifications, and quality expectations.
- Support Superintendents in enforcing safety policies and conducting site audits.
- Oversee testing requirements (density, compaction, utilities, concrete, asphalt).
- Lead root-cause analysis and corrective action plans for non-conformance issues.

### **Project Closeout & Continuous Improvement**

- Oversee punchlist completion, final inspections, and turnover documentation.
- Ensure all as-builts, warranties, and closeout materials are accurate and complete.
- Conduct post-project reviews and implement lessons learned across the organization.

### **Requirements:**

- Bachelor's degree in Engineering, Construction Management, Building Science, or related field.
- 8–12+ years of progressive experience in civil/site development project management.
- Proven success managing multiple large-scale construction projects simultaneously.
- Strong understanding of civil construction methods, materials, and project management principles.
- PMP, CCM, or equivalent certification preferred.
- Proficiency in MS Office and construction/project management software.
- Exceptional communication, negotiation, and leadership skills.
- Strong organizational and time-management abilities with a focus on execution.
- Demonstrated ability to mentor and develop project teams.
- Commitment to safety, quality, and operational excellence.

### **Why join us:**

- **Competitive Salary & Benefits:** We offer a competitive salary along with health insurance, retirement plans, and performance bonuses.

## SENIOR PROJECT MANAGER

- o **Career Advancement:** We are committed to the growth and development of our employees, offering training programs and opportunities for career progression.
- o **Challenging and Rewarding Work:** Lead diverse and impactful projects that challenge your skills and expertise.
- o **State-of-the-Art Equipment:** Work with the latest machinery and technology in the construction industry.
- o **Strong Safety Culture:** We prioritize the safety and well-being of our employees with regular training and strict safety protocols.

### **What we offer:**

- o Health, Life, Dental and Vision Insurance
- o Flex Spending (FSA) and HSA
- o 401(k) Plan – Matching up to 6% **Fully Vested Day ONE!**
- o Paid Time Off (PTO), Parental Leave, Paid Pregnancy Medical Leave
- o Paid Holidays

### **Pay Range:**

\$150,000+ (depending on experience)

*All qualified applicants with B&S Site Development will receive consideration for employment without regard to race, color, religion, sex, sexual orientation and gender identity, national origin or status as a qualified individual with a disability or protected veteran. B&S Site Development is proud to be an Equal Opportunity Employer and member of the Drug Free Safety Program*