



**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; Atlanta, GA and projects in 6 states (VA, PA, MD, OH, IN, SC). 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 Vice President/General Manager (VP/GM) for Northern Virginia is the senior leader responsible for the full performance of B&S Site Development's regional operations. This role oversees project delivery, financial performance, business development, client relationships, and team leadership across all site development projects — including mass grading, utilities, stormwater systems, roadwork, and commercial/residential land development.

The VP/GM is accountable for driving profitable growth, maintaining operational excellence, and ensuring B&S is the contractor of choice in the Northern Virginia market.

### **Job Duties:**

#### **Strategic Leadership & Business Performance**

- Own the P&L for the Northern Virginia region, including revenue, margin, overhead, and cash flow.
- Develop and execute regional growth strategies aligned with company goals.
- Forecast workload, resource needs, and financial performance.
- Identify market opportunities and competitive positioning within the NOVA site development sector.

#### **Operational Excellence**

- Oversee all project operations, ensuring safety, quality, schedule, and budget performance.
- Implement consistent processes for planning, cost control, change management, and risk mitigation.

- Review project performance metrics weekly and intervene early to protect margin.
- Ensure accurate forecasting, cost-to-complete reporting, and commercial discipline across all projects.

### **Client & Stakeholder Management**

- Build and maintain strong relationships with developers, GCs, municipalities, and engineering partners.
- Serve as the executive point of contact for key clients and high-visibility projects.
- Support preconstruction efforts, including pricing strategy, value engineering, and contract negotiations.
- Represent B&S in industry associations, community events, and regional partnerships.

### **Team Leadership & Talent Development**

- Lead and mentor project managers, superintendents, estimators, and administrative staff.
- Build a high-performance culture focused on accountability, teamwork, and continuous improvement.
- Oversee recruiting, onboarding, and development of regional staff.
- Ensure alignment between field operations, estimating, and project controls.

### **Risk Management & Compliance**

- Ensure compliance with safety standards, environmental regulations, and company policies.
- Oversee contract review, claims strategy, and dispute resolution.
- Identify operational risks and implement mitigation plans.
- Maintain strong documentation and commercial governance across all projects.

### **Financial & Commercial Management**

- Approve major purchases, subcontractor awards, and commercial commitments.
- Review and validate monthly financials, WIP reports, and project forecasts.
- Drive disciplined change order management and margin protection.
- Ensure accurate billing, collections, and cash management.

### **Requirements:**

#### **Industry & Technical Expertise**

- **10–15+ years of progressive leadership experience** in site development, heavy civil construction, or land development, with direct oversight of large-scale earthwork, utilities, stormwater, and roadway projects.
- **Deep technical understanding** of mass grading operations, production rates, soil conditions, utility installation, stormwater management systems, erosion control, and regional NOVA construction standards.

- **Strong preconstruction and estimating knowledge**, including pricing strategy, bid reviews, value engineering, and contract negotiation.
- **Proficiency in interpreting civil plans, geotechnical reports, surveys, and engineering documents**, with the ability to challenge assumptions and identify cost/schedule risks early.
- **Familiarity with regional regulatory agencies**, permitting processes, environmental requirements, and municipal standards in Northern Virginia.

### Financial & Commercial Leadership

- **Proven P&L ownership experience**, including revenue forecasting, margin management, overhead control, and cash flow oversight.
- **Expert-level commercial acumen**, including contract structures (unit-price, lump sum, GMP), claims strategy, change order management, and risk mitigation.
- **Ability to analyze complex financial reports**, WIP schedules, cost-to-complete forecasts, and operational KPIs to drive data-based decisions.
- **Demonstrated success improving profitability**, reducing cost overruns, and strengthening commercial discipline across project teams.

### Operational Excellence & Execution

- **Track record of delivering multi-million-dollar site development projects** safely, on schedule, and within budget.
- **Strong command of operational planning**, including manpower forecasting, equipment utilization, subcontractor management, and production tracking.
- **Experience implementing standardized processes** for scheduling, cost control, reporting, and field operations across multiple concurrent projects.
- **Ability to identify operational bottlenecks** and implement corrective actions quickly and decisively.

### Leadership & People Management

- **Proven ability to lead and develop large, multi-disciplinary teams**, including PMs, supers, estimators, engineers, and administrative staff.
- **High emotional intelligence**, with the ability to motivate teams, resolve conflict, and build a culture of accountability and trust.
- **Experience building organizational structure**, scaling teams, and developing talent pipelines for a growing region.
- **Strong coaching and mentorship skills**, with a track record of elevating team performance and developing future leaders.

### Client, Market & Relationship Management

- **Established network within the Northern Virginia development, GC, and engineering community** (preferred but not required).
- **Exceptional relationship-building skills**, with the ability to secure repeat business and position B&S as a preferred partner.

- **Strong negotiation and communication abilities**, capable of representing the company at the executive level with clients, partners, and public agencies.
- **Market awareness**, including competitive landscape, pricing trends, and regional growth opportunities.

### Strategic & Organizational Skills

- **Ability to develop and execute regional growth strategies**, including market expansion, client targeting, and operational scaling.
- **Strong decision-making skills**, balancing strategic vision with hands-on operational leadership.
- **Experience driving continuous improvement**, implementing new technologies, and modernizing workflows.
- **Comfort operating in a fast-paced, high-growth environment**, with the ability to manage ambiguity and shifting priorities.

### Education & Credentials

- Bachelor's degree in **Civil Engineering, Construction Management, Business Administration**, or a related field.
- Advanced degree (MBA or similar) is a plus but not required.
- Professional certifications (PE, PMP, DBIA, CM-Lean, etc.) are beneficial but not mandatory.

### We Offer:

- Competitive wages
- Medical Insurance
- Dental/Vision Insurance
- Life Insurance and AD&D
- Short-term/Long-term Disability
- Paid Time Off
- Holiday Pay
- Retirement 401K Plan
- Company Events

*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.*

Employment Type: Full Time