



Triple Bottom Line Construction

Job Listing: Project Manager for Residential General Contractor specializing in high performance environmentally friendly construction.

Triple Bottom Line Construction is seeking a kindred spirit to join our team as full time project manager, first for a certified Passive House project that is currently in pre-construction, and after for similar caliber projects. 3BLC specializes in net-zero type remodels and new construction, with crew and capacity for smaller more typical projects such as bath and kitchen remodels.

For this position, race, gender, religion, birthplace, age, and sexual orientation do not matter. What matters is that you are someone who cares about the people you work with; who can read and understand architectural plans; who knows enough about the construction trades to engage with subcontractors for scope definition, estimating, and contracting; who can be offsite but work hand in hand with site superintendents who are onsite; who understands the difference between markup and profit; who knows why U-values matter; who is comfortable leading clients, architects, and engineers thru a construction project; who laughs easily; who can create and manage a construction schedule for projects ranging from weeks to years; who understands job costing; who knows when a phone call is preferable to an email and when an RFI might be necessary; who wants to someday be part owner of the company along with the other owners; who values and encourages safety; who is organized; who can advocate for occupant comfort, healthy interior air, durability, resilience and carbon neutrality when opportunities present themselves; who can assist with estimating and project development if needed; who can track and manage change in both drawings and budget; who works with accounting to ensure that clients are invoiced and subcontractors are paid correctly.

If not all of the above applies to you, then that's OK too. We only ask that if you wish to join our team you have an interest in learning those areas that may be underdeveloped. Typically, a minimum of 5 years in the construction industry and/or a certificate or degree in construction management is enough to provide the experience we're looking for, but we're open to exceptions if persuaded otherwise. Familiarity with our technology would also be preferred. Some of the software and systems we have at our disposal and which we would like for you to use are:

- Procore
- Bluebeam
- MS Project
- Outlook
- Excel

We offer a compensation package that reflects our commitment to a quality of life of our employees. Starting salary for this position is \$80,000 to \$100,000 per year. Our benefit package is offered 60 days after the date of hire and includes:

- 10 days of Paid Time Off per year for non-owners, 20 days of Paid Time Off per year for owners;
- 10 days for paid holidays, including your birthday;
- Health and dental insurance with 80% of the cost covered by 3BLC. Health benefits begin the first of the month following the first day of employment.
- 401(k) plan with 3BLC matching up to 3.5%;
- Clothing and education stipends;
- Cell phone reimbursement;
- Reimbursable company mileage.
- Profit sharing for both non-owners and owners;
- A pathway to ownership that includes education and mentoring