

Dawson

Vice President of Construction – Alaska

Dawson is seeking a world-class Vice President of Construction to provide leadership for its Alaska-focused division. The Alaska Division has approximately \$50-70M in annual project target revenues. This role will lead a team of seasoned Project Managers and serve as a key member of the company's executive leadership team. Based in Bellingham, WA, this critical position will own accountability for the active roster of 14+ ongoing works and for the future portfolio.

Reporting to the President, the VP of Construction-Alaska is responsible for planning, organizing and directing all division activities to achieve profitability targets and overall corporate objectives including: meeting safety standards; internal team building; maintaining excellent client and vendor relations; exceeding margin and revenue goals; early project deliveries; assisting the buildup of self-perform crews; and implementing best practices. Additional responsibilities include planning and directing all aspects of the construction operations to guarantee projects are constructed in accordance with team expectations including design, budget and scheduling. The VP of Construction-Alaska is expected to have an understanding of each project's goals and problem solve using this knowledge. This is a proactive problem-solving role and will be tasked with ensuring that teams have all resources needed to effectively meet company objectives.

Key Goals in the First Year

- Develop a strategic plan for our Alaska market during this period of economic downturn. Potential strategies include expanding company work focus, self-performing more work, and shifting some of the team focus to Washington state opportunities for the near term and beyond.
- Work with an existing group of talented professionals to thoroughly learn, build and lead a cohesive team in meeting company goals.
- Meet and exceed group revenue, group overhead and project margin goals.
- Become fully versed in Dawson's preconstruction, cost-estimating, project management and other related systems.
- Build internal and external relationships with key vendors and clients in our Alaska market.
- As part of executive and strategic planning teams, assume a portion of corporate responsibilities.
- Fully lead all aspects of the division within 12 months.

Specific Role Duties and Responsibilities

LEADERSHIP:

- Lead a division with a \$50-70M+ work program.
- Assume responsibility for all Alaska construction activities.
- Problem solve! Find creative ways to achieve the desired end results.
- Develop and manage to an annual business plan and provide 1- to 3-year recommendations for the division.
- Understand market conditions and position the division to take advantage of opportunities.
- Lead all cost-estimating reviews for the department. (Dawson works with an estimator manager model.)
- Monitor each project's general condition costs and overhead costs in relation to total volume.
- Appropriately staff and organize to meet the business plan (hire, develop and retain top talent).

- Assist with risk evaluation, management and controls.
- Establish and foster a loyal and successful vendor base.
- Ensure that all established processes and systems related to personnel are being adhered to as formulated.
- Initiate the development and implementation of new construction-related processes to enhance and improve construction operations.
- Clearly establish performance expectations with direct reports and provide the support and direction staff need to achieve the desired results.
- Continuously search for the best methods and products.
- Oversee continuous improvement initiatives.
- Actively participate in strategic planning.

PRE-CONSTRUCTION:

- Oversee the people and resources required for procurement and successful delivery of all projects.
- Lead procurement and pre-construction efforts including supporting the team in developing a winning strategy and assuring resources are available to implement that strategy.
- Supervise estimators and project managers providing pre-construction services.
- Overview contract negotiations.
- Review and approve construction budgets.
- Understand and manage buyer expectations and confirm closing dates based on construction completion.
- Actively participate in project go/no-go meetings.

PROJECT DELIVERY:

- Support project managers with non-typical situations (claims management, dispute resolution, warranties, etc.).
- Foster the sharing of lessons learned among all team members.
- Monitor and review all division projects and regularly report on portfolio performance.
- Monitor the build timetables on a weekly basis to facilitate achievement of the business plan while maintaining consistent activity levels in the department.
- Monitor variance information and strategize with department managers to identify and correct recurring or preventable problems.
- Provide ongoing direction, support and management to the operations team.
- Support projects during construction (barrier removal, project staffing, resource availability, etc.).
- Liaise with clients to assure project objectives are being met.
- Own accountability for field operations and systems effectiveness including self-performing capabilities and equipment yard and tools.

QUALITY:

- Work with the QC manager to ensure meeting QC objectives.
- Monitor vendor performance in both schedule and quality, and report these results to the purchasing department.
- Review and update scopes of work in vendor contracts.
- Ensure projects are built on budget, on time and in accordance with the quality standards established by the company.

- Assist in the value engineering of all construction products and procedures.

SAFETY:

- Work with the safety manager to ensure safety objectives are met.
- Ensure all job-site activities comply with the company's established safety policies and procedures as well as with OSHA requirements.
- Review exceptions to identify strategies for correcting recurring or preventable problems.

BUSINESS DEVELOPMENT:

- Lead proposal/best value efforts.
- Actively engage in ongoing and new client-relations activities.
- Actively participate in identifying, developing and tracking pipeline development activities, including bidding and negotiation processes to meet revenue goals.
- Develop and foster effective community relationships and serve as an advocate for DCI in the southeastern Alaska market.

Key Qualifications:

- Proven track record of successfully managing a complex portfolio of construction projects of \$50-70M+ annual revenue and single project size exceeding \$40M.
- Strong insight into and experience with the southeastern Alaska construction market, including logistics, resources and weather conditions.
- Proven ability to lead remote construction projects.
- Experience switching back and forth between hard (competitive) bid work and negotiated work, sometimes for the same client.
- Track record of managing multiple project teams ranging from hundreds of thousands in value to multi-year \$40M+ projects.
- Experience leading a team of at least 6 direct project management reports and their related teams.
- Experience with a wide range of construction projects including vertical as well as infrastructure.
- Expertise in prioritizing between competing issues, project needs, business needs, organizational issues and client relations while making judgements using sound insight and wisdom.
- Strong record of successful win-win negotiations with clients, contractors and vendors.
- Expert knowledge of all aspects of construction activities including proposals, negotiating, bidding, estimating, contracting, scheduling, job-costing, construction management, bonds, insurance and government requirements.
- Strong computer skills and an in-depth understanding of database-structured programs and reporting, including Enterprise Project Management systems, CPM Scheduling, BIM, and various QTO and estimating software. Dawson's software choices include Viewpoint, Procore, Projects, Phoenix Scheduling, Revit and Assemble.
- Able to effectively coach, mentor, develop and motivate others.

Key Attributes:

- Proactive problem-solver
- Team oriented
- Honest
- Direct

- Clear communicator with the ability to admit mistakes
- Servant leader who puts the team first
- Ability to trust their gut and get to the root of issues
- Ability to drive best practices while respecting existing structures
- Take charge with proactive leadership and fair resolution on any project issues beyond the manager's capacity
- Intuitive
- Effective delegator
- Humble
- Great sense of humor

Requirements:

- Bachelor's degree in engineering, construction management or related field
- 10+ years of leadership experience in commercial construction
- Experience serving remote areas (ideally including Alaska)
- Strong construction estimating, take-off and budgeting skills
- Highly analytical in terms of quantitative (math) and qualitative (trade quality assessment) skills
- Attention to detail and experience managing staff

Location: Bellingham, WA. Relocation assistance provided.

Compensation: Competitive compensation package will include a base and performance-driven bonus as well as equity participation.

To Apply:

Please send completed application, resume and cover letter to careers@dawson.com, or mail to:

Human Resources Dept.
Dawson Construction, LLC
P.O. Box 30920
Bellingham, WA 98228

EEO Employer/Disabled/Vets and Drug Free Workplace

For confidential inquiries and more information, please contact:

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