

## DIRECTOR OF PRECONSTRUCTION

### Who we are looking for:

- Flint Builders is seeking a Director of Preconstruction to lead the company's expanding markets in the South Bay Area and Monterey Bay.
- The successful candidate will be an established member of the project management and construction industry in the Bay Area, capable of leading large-scale design and construction projects in education and healthcare.
- Ideal candidate has 20-plus years of experience in design and construction of large-scale building projects and an established network of contacts within the industry. Proven leadership experience is a must as this position will be responsible for developing internal staff capabilities.
- We seek a humble, experienced leader who will take on any job in order to support the Flint team and its projects. The right candidate is trustworthy, a collaborative team member, and a super-communicator, both internally and externally.

### Responsibilities:

- **Developing Business Opportunities:** Work with the Director of Development to promote and expand business opportunities in the region. In addition, this individual will present at conferences and promote Flint through involvement in CMAA, ACCT, CCFC and other industry groups.
- **Training Project Managers:** This position will standardize training for Flint's project managers and project engineers, and will help create pathways for promotion to encourage long-term retention and career development.
- **Helping Flint Thrive:** This position will enable Flint Builders to take on more projects in the region, while elevating the company's visibility in the community. In addition, working closely with teams in Roseville and San Diego, they will ensure a cohesive and seamless experience for Flint employees and clients.

### Essential functions:

- **Design**
  - - Lead the effort of putting together teams for design-build or design-assist pursuits (architects, engineers, consultants, etc.)
  - Develop in-house design capabilities in concert with Flint's San Diego office and our proprietary Hummingbird line of service
  - Oversee and review architectural and interior design concepts for all assigned projects
  - Oversee in-house Furniture procurement and sales
  - Lead preconstruction projects as assigned
  - Ensure projects are meeting the financial goals of Flint and its clients
  - Develop and promote capabilities for modernization projects
  - Develop and promote Flint's internal capabilities for programming of new building projects with clients

- **Project Management**
  - Serve as project executive on assigned projects; lead project team through preconstruction phase
  - Visit construction sites regularly during construction or renovation to review progress of projects, maintain relationships with clients, and provide assistance to teams
  - Review weekly progress reports from all projects
  - Develop Flint PM training and career path for project managers; and promote Flint through career fairs and contacts with UC and CSU system to ensure good candidates for open positions
  
- **Creative Thinking**
  - First, enhance the excellence of Flint's core business line by bringing positive energy, verified experience, and creative thinking to what we do best – design-building great facilities in partnership with our awesome clients!
  - Next, be a successful collaborator who can work with Flint leadership to develop new ways to grow the business

**Required qualifications:**

- 20 years of experience leading projects; at least 10 of those leading teams of project managers
- 10 years of experience in education or healthcare markets
- Ability to represent Flint Builders within Bay Area business communities through business development, strategic partnerships, and writing and/or speaking at conferences
- Business development experience, including developing proposals, interviewing and winning work
- Design, construction and financial management of \$100 million+ construction projects or programs
- Certified Construction Manager and/or DBIA-certified highly desirable
- Bachelor's degree and/or Master's degree in related field

If this sounds like you, please contact Flint Builders for an immediate interview by emailing your resume and list of references to: [careers@flintbuilders.com](mailto:careers@flintbuilders.com).