Job description:

The Rush Companies is a fully integrated real estate organization delivering development, construction, and property management services throughout the Puget Sound region. Since 1987, we've built a reputation for dependability, teamwork, and excellence by uniting every phase of the project lifecycle under one collaborative team. We're guided by core values of commitment, resourcefulness, integrity, and well-being — principles that shape how we work and how we support one another. Our culture emphasizes growth, empowerment, and meaningful contributions, whether you're in the field, the office, or supporting our communities.

At Rush, we're not just building spaces—we're building relationships, strengthening communities, and creating long-lasting value for the people and projects that shape our region. If you're passionate about making an impact and growing with a team that values purpose and partnership, we'd love to connect.

Job Summary

This position manages the entire home construction process. Initiates mobilization at permit issuance; reinforces plat maintenance/safety standards; manages field staff work priorities and provides accurate communication throughout the team. The individual who fills the role of Construction Manager must possess a wide range of knowledge and experience in understanding lot layout, staking property lines, determining foundation cuts, utility installations, competency in a variety of residential construction trades and in understanding and complying with jurisdictional requirements. Daily priorities must be routinely analyzed and scheduled to meet deadlines. This person must be flexible and able to multi-task, possess a willingness to delegate effectively by providing training and clear communication.

Essential Duties

- Contribute to accurate and timely scheduling with daily updates
- Ensure that each home is constructed to the standards established for the community and to each buyer's specifications and upgrades
- Responsible for jobsite safety and the enforcement of company safety policies which includes conducting weekly safety/weekly plat walk around meetings; maintain plat safety binder and hold orientation safety meetings when required for site subcontractors
- Provide technical support to subcontractors. Assist in interpretation, layout and dimensional questions

- Verify that subcontractors consistently fulfill *Scope of Work* associated with work contracts
- Schedule all inspections with governing authorities to ensure timely approvals for continuation of build
- Setup project at commencement of build, including site fencing, security, site logistics, water, electrical and gas installation and maintaining all erosion control BMP's
- Proven track record demonstrating self-motivation and ability to work/plan independently
- Must meet production deadlines; strategizes planning and coordination of home delivery with both field and office staff
- Applies expertise in identifying problems or discrepancies in approved plans and works collaboratively to make corrections in next builds
- Identifies and checks for consistency when building plans multiple times
- Work to identify improvement opportunities that lead to increases in quality and efficiency
- Responsible for the inspection of homes as trades complete their work to ensure scopes of work are completed in a quality fashion and within the duration allowed
- Communicates with Team Members regarding a variety of concerns including but not limited to cost over runs, subcontractor/supplier issues, broken or damaged deliveries and field purchase orders
- The Construction Manager is responsible for the overall appearance of their communities and must possess a willingness to work with property management company and office staff to ensure the cleanliness and overall presentation to attract buyers

Job Requirements

Education

- High school diploma or equivalent combination of education and experience

Experience

- Minimum of 5+ years of residential construction management experience

- BuildPro Construction Management Software experience

Special Skills

- First Aid & CPR certifications preferred
- CESCL certification preferred
- Proficient in reading/understanding architectural and structural plan sets
- Clear communication is required between site superintendent, field/office staff to discuss and delegate tasks and priorities
- A calm professional demeanor and willingness to participate as a team leader is a plus in this position.
- Superintendents are considered role models for other field staff and should demonstrate these qualities when representing the company

Physical Requirements

- The physical demands of this job require transporting materials at various job sites, operating equipment/machinery and performing construction-related tasks on an active construction site. The ability to lift weight up to 50 pounds is required.

Pre-Employment Screening Notice:
This position is classified as *safety-sensitive*. As such, all candidates who receive a conditional offer of employment will be required to undergo a background check and a drug screening that includes testing for Cannabis.
Please note: For non-safety-sensitive roles, our drug screening process does not include Cannabis, in alignment with Washington State law.

Compensation and Benefits:

- Salary range $100,000-$130,000 (DOE)
- Annual bonus opportunity based on company and individual performance.
- Benefits: Medical, Dental, Vision, Life Insurance, Dependent Care Insurance, HSA, FSA, Employee Assistance Program, Short Term Disability Insurance, 401 (k), 401 (k) Match. Other supplemental plans are available upon request.

PTO: 108 hours of paid time off (combined vacation and sick leave) per year

Paid Holiday: 8 paid company holidays annually.

For more information about The Rush Companies, please visit:
www.therushcompanies.com

Equal Opportunity & Drug-Free Employer

Disclaimer: This job description is only a summary of the typical functions of the job, not an exhaustive or comprehensive list of all possible job duties and responsibilities.