



Construction Manager– Residential Construction

Reports to: VP of Residential Construction
Division: Rush Residential Construction
FLSA Classification: Exempt
Date:

Rush Residential is seeking an experienced Construction Manager to lead home construction across one or more communities. This role begins at permit issuance and includes site mobilization, enforcing safety and construction quality standards, managing field staff, and ensuring clear team communication. Candidates should have strong knowledge of residential construction, including lot layout, utility installation, trade scopes of work, and local code compliance. Success in this role requires effective scheduling, attention to detail, clear delegation, working with jurisdictions and inspectors, and the ability to adapt in a fast-paced environment.

Company Overview

Rush Residential has been building new communities in the Puget Sound Area for almost 40 years. We design and develop communities and build homes with a deep commitment to quality, comfort, and customer satisfaction. Each community and home is designed through the eyes of the homeowner—balancing thoughtful layouts with enduring construction, energy efficiency, and trusted craftsmanship. Join us and be part of a company that values integrity, innovation, collaboration, team work, and the well-being of both our homeowners and our employees.

Essential Duties & Responsibilities

- Provide leadership to promote and enforce a clean, safe, and secure job site as required
- Strong ability to read and understand construction drawings and peripheral documents
- Familiar with requirements of construction drawings, specifications, and terms and conditions of project contracts, subcontracts and purchase orders
- Utilize knowledge of construction practices
- Ability to develop site logistics plan and coordinate with franchise utility providers
- Understand and identify constructability issues before they disrupt work
- Be proactive in problem solving, offer a solution at the time the challenge is presented

- Proven track record demonstrating self-motivation and ability to operate independently
- Maintain and update project schedules and forecasts - Meet milestone dates
- Ensure quality control of materials and mechanical attachments in accordance with structural design
- Commitment to “on time” attendance
- Work collaboratively with Team Members to achieve goals
- Safeguard materials against loss and damage, minimize waste
- Inspection and monitoring of subcontractor scopes of work to ensure compliance with contracts
- Coordinate site meetings and inspections
- Update all schedules daily reports
- Attend and participate in subcontractor and Team meetings
- Ethical, honest, and accountable
- Ability to travel in the Pacific Northwest Region as required by management

Supporting Duties & Responsibilities

- Is the #1 advocate for jobsite safety, including daily inspections and corrections
- If not Chair, present at all weekly safety meetings
- Superintendent to forecast long lead items by assessing schedule or accelerating current schedule
- Exhibits strong leadership qualities
- Brings a willingness to train and mentor less experienced field personnel at any level
- Ability to maintain discretion and confidentiality at all times

Job Requirements

- High school diploma or equivalent combination of education and experience
- Minimum 7+ years of related construction experience in scheduling, field supervision, procurement, and knowledge of production throughout all phases of construction

Special Skills

- Proven written and verbal communication abilities; strong overall management, Leadership, planning, problem solving and negotiation skills. Delegates work appropriately; proficient using

computer applications, specifically Microsoft Office products, Microsoft Project, Procore and Bluebeam.

Certifications and/or Licenses

- First Aid and CPR trained, CESCL, and 30 Hour OSHA

Compensation:

- Salary range (DOE): \$100,000 - \$130,000 per year
- 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 available upon request.

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

Paid Holiday: 8 paid company holidays annually.

Physical Requirements

The physical demands of this job may require transporting materials at various job sites, operating equipment/machinery, and performing construction-related tasks on an active construction site.

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.

Our team members at The Rush Companies have a strong reputation for exercising integrity, good judgment and sound business practices in our dealings with clients, consultants, subcontractors and suppliers. We are committed to selecting only those individuals who share in our loyalties while also maintaining our standards of quality and safety.

For more information about The Rush Companies, go to:

<http://www.therushcompanies.com/rushcareers>

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.