

# Position Specification

## Construction Company Market Leader

### ***The Company***

Our client is a diversified construction company recognized for superior quality and customer service. With operations throughout North America and clients around the world, the company offers general contracting, construction management and design-build solutions across a broad spectrum of industrial and commercial markets.

### ***The Position***

#### ***Location***

Midwestern United States

#### ***Overview***

The Market Leader functions as a key member of the leadership team and is responsible for the operations and business development activities for the projects, services and related business initiatives within the market segments. The role is accountable for developing the strategy and for directing business activities relating to strategic growth of all services within the defined market and the development of new services and capabilities. The assessment and ongoing development of the Company's capability to compete in the marketplace is also crucial.

#### ***Reporting Relationship***

The Market Leader will report directly to the EVP / COO or President. The role manages Project Directors and Project Managers who supervise all Project Engineers. The management responsibilities encompass the aforementioned roles and directly supervises non-supervisory administrative employees. The role is responsible for the overall direction and management of these employees and the market.

#### ***Travel***

Limited (less than 10%) business travel is expected.

#### ***Duties and Responsibilities***

##### **Business Strategy/Business Development**

- Evaluate business opportunities and defines strategic business direction within the market segment.
- Develop and implement action plans to achieve business targets for all related services within the markets of responsibility as defined by the Company's strategic plan for the core businesses, as well as develop and implement new business initiatives.
- Maintain productive relationships with key clients and client prospects, continuously monitoring the degree of client satisfaction with services delivered.

- With the Business Development Directors, manages assigned business development professionals engaged in day-to-day business development activities within the market segment.

#### **Organizational & Personnel Development**

- Grow and sustain an organization structure which positions the Company to deliver products and services in an efficient, productive and profitable fashion.
- Recruit, educate and develop people resources at the level necessary to meet people needs of current and forecasted workloads and business initiatives.
- Develop education and training programs to enhance the professional growth and development of the market's workforce.

#### **Operations/Service Delivery**

- Practice and enforce the Company safety policy and procedures, as well as the Company's substance abuse program. Models and reinforces safety as the top priority in delivering all products and services.
- Manage the development of proposals, bids and recommended contractual relationships for providing services to potential clients in the market segment. Recommend pricing strategies and develop pricing proposals for approval by executive leadership.
- Participate in development and negotiation of appropriate legal contracts for delivery of products and services and ensures conformance with all contractual commitments.
- Aid in evaluating project characteristics and identifies potential effective project staff members for project delivery and makes recommendation to executive management about the staffing of projects.
- Ensure that all project resources are in place and properly organized for effective and efficient project startup and also ensure compliance with all regulatory requirements.
- Monitors the management and progress of all projects (including financial aspects of projects) and intervenes as necessary to meet clients' needs and expectation.
- Cultivate a positive and trusting working relationship with key subcontractors on assigned projects – make sure subcontractors are treated in a fair fashion whereby they find the Company to be the contractor of choice.

#### **Financial Management**

- Oversee and verify projects are planned, scheduled and managed (including billings and collections) in a fashion that achieves financial targets.
- Understand the Company's cost structure and financial reporting systems and effectively applies this knowledge to existing and proposed business initiatives.
- Monitor the financial status of projects and business initiatives. Ensure risks on the project are anticipated and actively managed; this includes safety, insurance, security and compliance with regulatory requirements, etc.
- Manage the financial performance of the business unit, in terms of volume and margin. Develops and shifts resources as required to maintain positive financial performance.
- Conduct monthly reviews of profit fade on projects.
- Responsible for market profitability and allocation of general and administrative overhead costs.

- Prepare Horizon Plan with executive management on a quarterly basis.
- Decide course of action if there are concerns about the client's ability to pay.

#### **Corporate Leadership and Management**

- Represent Company to outside parties including, but not limited to, industry organizations, civic, community and general public.
- Formulate, in conjunction with executive management, future direction and strategy for the Company while understanding and supporting the Company's matrixed structure.
- Develop appropriate level of resources and management systems to meet strategic plan and client satisfaction levels.
- Voice own option within the Leadership Team and supporting decisions of Leadership Team while developing long-term, positive, trusting and mutually-accountable relationships with the same.
- Exercise good interpersonal skills by gladly assisting others to accomplish work of the organization, even if it is outside the scope of regular duties.
- Perform other duties as assigned by the Supervisor.
- Practice the AQM philosophy of continuous improvement.

### ***The Candidate***

#### ***Education***

Bachelor's degree is a must. No specific certifications are required.

#### ***Professional Qualifications***

- Minimum of ten years of construction management experience.
- Previous experience serving the automotive industry segment.
- Strong background in construction operations.
- Track record of success in business development while cultivating long-term and positive relationships with clients.
- Strong financial acumen coupled with previous experience managing a P&L.
- Proven ability to identify, attract, develop and lead a successful and productive team.
- Reads, analyzes and interprets the most complex documents.
- Responds effectively to the most sensitive inquiries or complaints.
- Writes speeches and articles using original or innovative techniques or style.
- Makes effective and persuasive speeches and presentations on controversial or complex topics to clients, public groups and/or boards of directors.
- Comprehends and applies principles of advanced calculus, modern algebra and advanced statistical theory.
- Defines problems, collects data, establishes facts and draws valid conclusions.
- Interprets an extensive variety of technical instructions in mathematical or diagram form and deals with several abstract and concrete variables.
- Applies principles of logical or scientific thinking to a wide range of intellectual or practical problems.

### ***Personal Characteristics***

- Able to see current trends, predict future impact of these trends on the business and potential solutions and opportunities related to these trends.
- Read, analyze and interpret common scientific and technical journals, financial reports and legal documents.
- Strong understanding of construction costs and the accounting for those costs on a project-by-project basis as well as in aggregate.
- Successful track record of developing, changing and growing a business functional area.
- A servant leader with hands-on operational style and strong administrative skills.
- Unquestionable character and integrity coupled with a high degree of humility.
- A proven track record of attracting, motivating, developing, and retaining talented people.
- Demonstrated leadership, working with senior level executives in a fast-paced environment.
- Past track record of growing, developing and changing a company's culture.
- Proven ability to determine key business issues and develop action plans.
- Must be analytical, self-motivated, a problem solver, with a strong attention to detail.
- Ability to balance multiple projects and meet necessary deadlines.
- An energetic, warm, articulate, proactive, and mature executive with a keen and broad-based business sense, bottom-line orientation, and the ability to function as a senior strategist. Must be a key member of the company's senior management team while not losing touch with details.

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**To learn more about this opportunity or provide a confidential referral, please contact:**

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