

A group of five business professionals (three women and two men) are walking down a modern, brightly lit staircase. They are dressed in professional attire and appear to be in a collaborative discussion. The background shows large glass windows and a modern architectural style.

Smarter Buildings. Smarter People. Connected Real Estate.

Job Title: Director of Construction Management, Project Management & Engineering Services
City: Leesburg
State: VA

Company Description

As a recognized leader in real estate and facilities services, The Building People integrate technology, buildings, and people to deliver the future of facilities today. We solve the complex challenges facing building owners, tenants and stakeholders by maximizing the workplace experience and reducing costs - all without sacrificing quality or reliability. Our approach integrates all phases of the real estate life-cycle, and our commitment is driven by our passion to innovate, lead with experience, and build long-term relationships with our clients. The real estate and the facilities landscapes are changing, join us and we will lead this change together.

Our top priority is hiring and retaining top talent in all areas of our organization. At the Building People it is our goal to foster integrity and a work culture that motivates and inspires employees to succeed. We are excited that our team is growing rapidly, which means we need you!

The Building People's Market Offerings and Business Lines include:

- Real Estate and Workplace Services
- Facilities Management
- Energy and Sustainability
- Environmental Services
- Construction, Project and Engineering Services
- Financial and Portfolio Management
- Technology Services
- Mission Support Service

A man and a woman are looking at a large digital display showing a city skyline with data points. The man is pointing at the screen while the woman looks on.

TECHNOLOGY
Integration & Innovation

A view of a modern building's exterior with a curved facade and large glass windows. The sky is blue with some clouds.

BUILDINGS
Operations & Services

A group of four people (three women and one man) are gathered around a table in a meeting room, looking at a laptop screen. They appear to be in a collaborative discussion.

PEOPLE
Strategy & Program
Support

Description/Job Summary

The Building People, LLC has a position open for a **Director of Construction Management, Project Management & Engineering Services**. The Building People helps our clients navigate 21st century real estate and facilities challenges. Our global organization delivers total life-cycle solutions for clients that integrate technology, buildings, and people to solve today's complex challenges for building owners, occupants and stakeholders. We empower our clients to maximize the workplace experience and reduce costs without sacrificing quality and reliability. Our strategy leads clients towards the future of facilities through a connected real estate model that propagates new norms to deliver organizational efficiency, sustainability, and savings. The real estate and the facilities landscapes are changing, join us and we will lead this change together.

The purpose of this position is to lead, direct and carry out strategic and tactical implementation of construction management, project management and engineering services and solutions on a global basis for The Building People.

The Director of Construction Management, Project Management & Engineering Services leads, guides and mentors a group of engineering, facility and construction management professionals. This role is also responsible for planning, developing and directing a number of engineering and construction projects concurrently, marketing and business development activities, growing the company's credibility in the engineering world, and working closely with the firm's Leadership to ensure The Building People corporate goals and guidelines are maintained.

Responsibilities/Duties

The Director of this program is the primary lead and company representative for all business and client relationships, personnel management, and product oversight in this critical vertical. He/she will be expected to operate with autonomy and minimal oversight and will report directly to the Director for Delivery. The primary responsibility at all times is to ensure The Building People's core values are represented both internally and through all external (client facing) interactions. Enumerated Responsibilities of a Director include:

Understanding technical issues of each project and managing activities including:

- Terms of Agreement.
- Changes in agreed scope.
- Meeting established goals and schedule requirements for projects consistent with contract agreements.
- Establish personnel and financial resources for the project.
- Monitor project progress and billings versus budget through regular meetings with Principals.
- Manage and direct employees assigned to projects. Monitor progress of work and take appropriate action when team performance deviates from established plan.
- Ensure The Building People quality standards are met.
- Coordinate design review, verify that the quality of work and design are as agreed.
- Ensure deadlines and schedules are met and strive to complete the project to the full satisfaction of the client and within the established budget and schedule.
- Obtain field data by conducting field visits to project sites both in state and out of state. Documents existing conditions. May require overnight travel.
- Solve standard engineering problems.
- Communicate with clients or architects to resolve issues with engineering designs.
- Obtain knowledge of building and energy codes and stay current with code changes.
- Work with senior engineers to determine the most appropriate concept for the engineering system being designed or redesigned.
- Perform engineering calculations as well as operate various software packages related to various portions of the design package.
- Perform research and write reports.

Client Relationship Management and Marketing:

- Actively involved in client marketing activities, cross-selling The Building People services available beyond scope requirements for the future.
- Develop and manage client relationships within the market sector or sectors associated with your group.
- Maintain The Building People industry reputation by always conducting business in a courteous and professional manner
- Be closely involved in the proposal process. Tasks include delivering presentations, negotiating fees to perform projects of a certain scope, reviewing and approving written proposal documents, and obtaining authorized signatures on contracts.

Team Management:

- Interview and recruit employees as required. In conjunction with the senior leadership, assist in the selection of staff. Conduct employee performance appraisals, sets goals associated with the performance process, conducts disciplinary actions, and terminations as required.
- Provide training and technical mentoring of staff to facilitate growth within their career/profession and to further the goals of the firm.
- Ensure The Building People policies and procedures are fairly and consistently followed.
- Develop tools for staff as needed to ensure efficient workflows and a high level of quality and increase in employee productivity
- Regularly review software tools for relevance and applicability.
- Maintain general team management resources and tools to ensure efficient operation, staffing projections, task management, etc.

Business Planning and Accounting:

- Develops short term as well as long term business development strategies for the assigned market sector.
- Constantly reviews work in progress and future work to ensure that employees assigned to your group remain busy and profitable. Communicate relevant information promptly to Leadership.
- Oversee a variety of projects at various stages of construction to ensure deadlines are met, budgets are monitored, variances are explained, and profitability and quality is on target.
- Assist with collections of accounts receivable on current and past projects as needed, mediating between The Building People A/R department and the Client Project Manager.
- Responsible for profitable completion of projects.

The Ideal Candidate:

- Possess a professional demeanor along with excellent presentation skills.
- Always maintains composure; able to think quickly and respond appropriately during stressful situations.
- Has well-developed business development skills.
- Can make quick decisions and effectively implement actions related to decisions.
- Has excellent interpersonal skills and ability to positively interact with staff at every level of the organization.
- Is able to build an effective team and facilitate team spirit. Capable of resolving conflicts independently.

Required Skills

- Must have strong leadership, problem-solving and excellent communication skills

Required Experience



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- 15 years' experience in the consulting, advisory and professional support services including construction engineering field designing and managing projects independently including developing plans and specification
- Experience and leadership in these areas specifically in the Federal Government Portfolio

Preferred Experience

- Solutions experiences and proficiency in AutoCAD MEP, Revit, Microsoft Office, and project management software applications

Required Education

- Master's degree in Engineering or MBA
- Licensed Professional Engineer in the field of mechanical, electrical, or architectural engineering

Preferred Education

- Professional Certifications
- Must keep current through continuing education

Details

Competitive benefits for eligible employees include:

- Medical & Rx
- Dental
- Vision
- Flexible Spending Accounts
- 401(k) Retirement Plan
- Life Insurance/AD&D
- Long Term Disability and Short-Term Disability
- Paid Time Off
- Holiday Pay

All positions require a background check after acceptance of our offer. The selected candidate will be eligible to begin employment before the background check has been finalized. However, continued employment will be contingent upon the results of your reference/background check from The Building People, LLC. Your position may require special credentialing, clearance, and access as a condition of employment. In the event the government or client does not sponsor or approve your clearance, it may result in termination of your employment.

We are an Equal Employment/Affirmative Action employer. We do not discriminate in hiring on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, or any other characteristic protected by federal, state, or local law.

If you need a reasonable accommodation for any part of the employment process, please contact us by email at reasonableaccommodation@thebuildingpeople.com and let us know the nature of your request and your contact information. Requests for accommodation will be considered on a case-by-case basis. Please note that only inquiries concerning a request for reasonable accommodation will be responded to from this e-mail address.

For more information, view the [EEO is the Law Poster](#) and [Pay Transparency Statement](#).

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