



SENIOR PROJECT MANAGER

Education Required:

Previous experience as project manager and experience in all facets of the operation (estimating, superintendent, management)

Experience Required: 12+ years

Additional Requirements:

- Develop risk management plan based on review of the contract documents
- Plan executive schedules, work plans and communicate same
- Oversee and assume responsibility for accurate and detailed production budgets; assess risk associated with quantity estimates and develop contingency plans
- Negotiate all but the most difficult of contract issues with limited supervision
- Demonstrate sound supervision of budget controls and cost control plans; assess project risk and develop contingency plans that protect original earnings; possess complete working knowledge of company financial and operational structure
- Demonstrate sound judgment and knowledge about contracts; settle disputes and negotiations between parties
- Demonstrate and implement sound methods and tactics for project controls and documentation; organize project files
- Supervise and organize large projects and staff; work with differing personalities and mediate conflict resolution with win-win outcomes
- Delegate, supervise and accomplish close-out plan and deliverables
- Manage additional leaders; exhibit strong leadership qualities
- Monitor large or multiple projects in different stages of development; effectively delegate control and monitoring techniques

- Maintain lasting relationships with business partners and community; practice exceptional team building and conflict resolution skills with both internal and external clients
- Strive to be best in class in client satisfaction
- Develop new clients or markets; secure new work through new or existing relationships
- Develop and implement new opportunities for self and others in career and personal development; train replacement

SpawGlass Firm Highlights:

- Best Companies Group's No. 11 Best Company to Work for in Texas, 2009 (large-sized companies, 250+ employees category)
- 100 percent employee owned and operated by over 370 employee shareholders
- Excellent benefits include 6 percent 401(k) match, health club participation, stock purchase option, comprehensive medical and dental insurance

You may email your résumé to humanresources@spawglass.com, fax it to 210-651-4399 or mail it to SpawGlass, Attn: Human Resources, 9331 Corporate Dr., Selma, TX 78154.

You also may apply in person at:

- **1111 Smith Rd., Austin, TX**
- **4909 E. Grimes, Ste. 116, Harlingen, TX**
- **13800 West Rd., Houston, TX**
- **9331 Corporate Dr., Selma, TX**

SpawGlass is an Equal Opportunity Employer.