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*J. Powers*  
RECRUITING, INC.

A member of the Sanford Rose Associates® network of offices.

Presenting on behalf of:

*Argonaut Constructors*  
Santa Rosa, CA

Position:

*Senior Estimator*

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## Senior Estimator – Civil Construction

*“Have a dream boss, catapult your career to new heights, and have a real shot at ownership”*

### Company Information

1. Argonaut Constructors, [Argonaut](#) established in 1957, is a well-known and respected union civil contractor for underground utilities (water/sewer/storm), grading & paving, and earthwork.
2. The company is growing and having its best year yet – they have been working with a consulting firm to help organize the company, get the right people in the right positions, improve their processes & procedures, and help define who they are as a company. Because of this, the team is excited and energized.
3. They have always been popular with their clients because of their good work and follow-through, and those relationships are getting better and better all of the time.
4. Collaborative organization – everyone is in the same office, anything you need, you can go across the hall and ask. All of their equipment is located in their yard that is adjacent to the office.
5. They have grown out of being a “family-owned” business and into an employee-owned company, and there is an opportunity for ownership after 1 year of employment.
6. This position reports to Lance Bushnell, VP of Estimating. He is professional, even-keeled, and he hires professionals that he empowers to do their jobs.
  - a. Check out this video with Lance Bushnell: [Conversation with Lance Bushnell](#)
7. Geography for their work area is Sonoma, Napa, Lake & Mendocino Counties. They stay away from the Bay Area, which makes for better projects, less competition, and less traffic, and everyone in the company goes home every night.
8. The work consists of 80% public works and 20% private works.
9. Their projects range from \$500k to \$40 million, with a sweet spot of \$5 million to \$10 million.
10. Safety is extremely important – their mod rate 0.68.
11. Excellent relationship with bonding companies.
12. They pay their subcontractors and vendors on time, which drives excellent relationships.
13. They own the majority of their equipment and have 5 mechanics to maintain the fleet.

### They Value and Appreciate their Employees/Benefits and Features

1. For this senior-level role, after 1 year of employment, there is an opportunity for ownership. This would be evaluated by the senior Leadership team to make sure it is a good fit on both sides.
2. The position reports to Lance Bushnell, the VP of Estimating and one of the owners of Argonaut. With 30 years of experience - he started his career at Kiewit - he is a great resource to his staff. He is driven to succeed but also has a very collaborative, even-keeled personality. He allows his staff to do their job and run their team.
3. Excellent Compensation package – 100% of insurance premiums are covered for employees and their families. The salaries are above market, and they have a lucrative bonus structure, plus other bells and whistles.

### Your Role with the Company

1. As the Senior Estimator, you will bid on all wet utilities, grading & paving, and earthwork projects.
2. Argonaut is transitioning into Heavy Bid which will round out the HCSS suite at the company (including Heavy Job).
3. You will have 3 estimators reporting to you with the opportunity to mentor and help them grow their careers. You will have staff to conduct takeoffs unless you like to do your own.

4. Plenty of work to bid on with less competition – their bid hit is 13% to 15%. They don't chase after every shiny object; they are very strategic about what they pursue.

### Community Information

1. The company is located in classic California Wine Country! [Santa Rosa, CA](#) is one of the best small cities, population of 177K, in the heart of beautiful wine country. It still has a small-town feel but has all the amenities with world-class restaurants and shopping. You have close access to the countryside, beaches, hiking, bike/mountain bike riding, and boating.
2. If you want a city experience, San Francisco is 55 miles south of Santa Rosa.
3. Sonoma County leads the farm-to-table food scene with many organic farms in the area.
4. Because the location has less traffic and a lower cost of living than the SF Bay area, you can live in a rural setting or a lively city.

### Background Profile:

1. Expertise in estimating civil construction projects such as wet utilities, grading & paving, and earthwork.
2. A Background in leadership.
3. Senior level estimating skills, able to be the lead on bids (with collaborative help from the entire team).
4. A degree would be a plus but experience is the most important aspect.

For more information about this opportunity and/or other positions – please contact:

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