

Attraction-Based



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Presenting on behalf of:
Confidential Company

Position:

Project Manager

In Sonoma County, CA.

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Project Manager

Lead with Confidence in a Company That Respects the Role. As a Project Manager, you'll be trusted to lead projects from the office while partnering closely with the field and supported by leadership who came up through the ranks. This is a place where experience matters, communication is clear, and the team wins together.

Company Information

We are a locally established site work contractor based in Northern California with deep roots in the construction community. Our history spans multiple generations, reflecting a long-standing commitment to craftsmanship, integrity, and lasting relationships built on trust and quality work.

We specialize in site work and perform both public and private construction projects, including commercial and residential developments. A large portion of our work comes from repeat clients and trusted referrals, including long-term partnerships with engineering firms that consistently recognize the reliability and quality of our work.

Strong community involvement is a core part of who we are. Over the years, we have proudly donated services to local organizations and community projects, supporting education, youth programs, arts initiatives, and recreational spaces.

Known for our attention to detail, high-quality workmanship, and dependable project delivery, we take pride in every project we build. When precision, experience, and accountability matter, clients trust us to deliver with purpose and professionalism.

They Value and Appreciate their Employees/Benefits and Features

Employee-centered culture: Our longevity reflects a strong commitment not only to quality construction but also to the people who make the work possible. The company openly credits its success to “the best crew anywhere,” reinforcing that employees are central to its reputation and continued growth.

Commitment to Long-Term Stability: With a large portion of work coming from repeat clients and referrals from engineering firms, our company offers employees a stable, relationship-driven work environment rather than a high-turnover operation. This consistency supports long-term employment and steady operations, even in competitive market conditions.

Competitive Pay, Benefits & Recognition: Employees are rewarded based on company performance, with discretionary bonuses during strong financial years. While the construction market has been highly competitive, the company has remained profitable in recent years, sharing success with employees when possible (internal company information).

Benefits are a major priority and include:

- Blue Cross PPO medical coverage with 100% of the premium paid by the company, covering the employee and their entire family.
- Freedom to choose providers nationwide.
- Coverage structured under the Operators Union framework, though office staff is employed under a non-collective bargaining agreement.
- SEP IRA retirement plan, entirely employer-funded, with contributions up to the IRS-allowed maximum (internal company information). Upon meeting eligibility.

Time Off & Work-Life Balance: We align time-off policies with union standards, reinforcing fairness across office and field staff: Two weeks of vacation, one week of sick pay, eight holidays, mirrored to union holidays (non-paid, consistent with field policies).



Office employees enjoy a predictable schedule, with flexibility to start as early as 6:00 a.m., no night work, and no expectation of extended after-hours commitments.

Work Environment & Appreciation: Employees work in a pristine, well-maintained office building in Healdsburg, owned by the company. Each employee has their own private office, modern computer equipment, and a professional setting that reflects pride of ownership and respect for staff. With a close-knit office team of six, our company fosters a personal and supportive culture, including: Birthday lunches, a company Christmas party, regular, informal recognition of milestones and contributions.

Community Values That Extend to Employees: We have a long-standing community involvement, including donated work to organizations like The Boy Scouts, Live Oak Preschool, Carson Warner Skatepark, the Arts Council, and Future Farmers of America, which reflects values of service, loyalty, and long-term investment in people; the same principles apply internally with employees.

Your Role with the Company

As a Project Manager, you will be responsible for planning, coordinating, and executing construction projects from inception through completion. This role ensures that all work is delivered in accordance with contractual requirements, schedules, budgets, quality standards, and safety protocols. Serving as the central point of contact, you will coordinate closely with owners, engineers, field leadership, subcontractors, and other key stakeholders to drive successful project outcomes.

This is primarily an office-based role, focused on project planning, coordination, and communication. You will work closely with the General Superintendent and Foremen to support field operations, ensure alignment between office and jobsite activities, and help address challenges proactively. Projects operate under Operators and Laborers agreements, and the Project Manager plays an important role in ensuring compliance and coordination across union signatory requirements.

Leadership at the company is grounded in respect, teamwork, and accountability. This is a no-yelling, no-blame environment. When challenges arise, the team focuses on identifying root causes, learning from them, and moving forward together without finger-pointing. The Project Manager is expected to lead with calm, clarity, and professionalism, fostering a culture where everyone pulls together and succeeds as a team.

You will report directly to the President, who came up through the ranks and understands the work from the ground up. Additional support is provided by the Office Manager and Vice President, ensuring you have strong leadership backing and collaborative support at every stage of your projects. At this company, project success is a shared responsibility, and leadership works alongside you to help remove obstacles and achieve results.

Community Information

Healdsburg, CA, is a location worth committing to! It offers an exceptional lifestyle for experienced professionals seeking more than just a job location; it is a place to establish roots and enjoy the long-term rewards of a successful career. Located in the heart of Sonoma County, Healdsburg combines refined amenities with a relaxed, authentic pace of life. Residents benefit from minimal commute times, a strong sense of community, and daily access to some of Northern California's most admired natural landscapes.

The area is well known for its outstanding dining, renowned wineries, outdoor recreation, and charming downtown plaza, without the congestion and stress often associated with larger metropolitan markets. Many professionals find Healdsburg ideal for long-term living, whether raising a family, transitioning from a high-traffic urban area, or seeking a healthier work-life balance without sacrificing professional challenge or fulfillment.

Healdsburg is also a strong choice for families and long-term living. The community is known for its quality schools, safe neighborhoods, and family-friendly environment. Homeownership is a realistic goal for many residents, with housing options



that support long-term stability and investment. From walkable neighborhoods and local parks to youth sports and community events, Healdsburg provides an environment where families can thrive, and professionals can confidently build both a career and a future.

Conveniently located near Santa Rosa, the North Bay, and the greater Bay Area, Healdsburg offers a peaceful home base with easy access to regional opportunities. It is a community that values experience, respects personal time, and supports a high quality of life as a daily reality.

Background Profile:

Some people thrive on massive corporate org charts and billion-dollar megaprojects. Others prefer work that feels tangible projects where you know the site, the team, and the impact of what you build. If you're in that second group, you'll feel right at home here.

This is a role for someone who understands the rhythm of grading, paving, and underground utilities; someone who knows how schedules, budgets, and field coordination come together to keep a project moving forward. Whether your title today is Project Manager or Project Engineer, you understand one simple truth: a good PM is a good PM, regardless of labels.

Our projects are meaningful, manageable, and community-focused, think school rehabilitation and expansion work typically ranging from \$500K to \$1.5M, with the occasional project reaching \$3M. These are jobs where your experience matters, your judgment is trusted, and you can see a project through from start to finish without disappearing into layers of bureaucracy. You'll be hands-on where it counts, supported by proven systems, and backed by an estimator who knows the work inside and out. Tools like HCSS, Dispatcher, HeavyJob, SharpeSoft and Sage are part of the workflow, but success here isn't about flashy software, it's about sound decision-making and steady leadership.

Just as important as experience is attitude. This is a place for professionals who work hard, stay even-keeled, and show up ready to pull together with the team. There's no appetite for ego, moodiness, or corporate ladder-climbing here. Instead, the culture rewards reliability, humility, and people who enjoy doing solid work with good people. If you're based in Sonoma County, southern Mendocino County, western Napa County, or Marin County and want to apply your experience to well-run projects, without the chaos of oversized jobs or impersonal corporate environments—this is the kind of opportunity that's worth a closer look.

We are an Equal Opportunity Employer, including individuals with disabilities and veterans. If you are looking for a career, not just a job, with a company committed to your future, apply today.

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