



Powers & Sons Construction  
2502 Roosevelt Ave.  
Indianapolis, IN 46218  
317-269-2550

**Job Title:** Project Executive

**Category:** Full-Time

**Effective:** March 2025

**Summary:** Powers & Sons Construction, recognized by the Indiana Chamber of Commerce as one of the Best Places to Work in Indiana for the past four years, is seeking a full-time Project Executive. The Project Executive is responsible for overseeing all aspects of construction operations on multiple projects, ensuring project delivery excellence, and driving organizational growth through strategic leadership and operational efficiency.

## Key Responsibilities

### Strategic Leadership & Operations Management

- Develop and implement strategic plans to achieve company goals, driving continuous improvement in project delivery methods and operational efficiency
- Oversee multiple large-scale construction project teams simultaneously up to \$50mm in value
- Establish and maintain quality control standards, safety protocols, and operational procedures across projects
- Direct and mentor project managers, superintendents, and other construction professionals to ensure consistent performance and professional development
- Collaborate with executive leadership to establish annual business plans, revenue targets, and growth strategies

### Project Oversight & Delivery

- Continuous accountability for project performance, including financial outcomes, schedule adherence, quality standards, and client satisfaction
- Review and approve project budgets, schedules, staffing plans, and risk management strategies
- Monitor project progress and performance metrics, implementing corrective actions as needed
- Lead contract negotiations with clients, subcontractors, and vendors
- Resolve complex technical, operational, and contractual issues that arise during project execution

### Client Relations & Business Development

- Participate in business development activities, including proposal preparation, client presentations, and marketing initiatives
- Identify and pursue new business opportunities while maintaining and expanding existing client relationships
- Represent the company at industry events, trade shows, and professional associations

### Team Leadership & Development

- Attract, develop and maintain high-performing project teams through effective recruitment, training, and performance management
- Provide mentorship and guidance to operations staff
- Evaluate team performance and implement development plans to address opportunities for growth
- Foster a culture of collaboration, innovation, and continuous improvement

### Risk Management & Compliance

- Ensure compliance with all government regulations, safety regulations, and environmental requirements
- Oversee risk management strategies, including insurance coverage, bonding, and contractual protection
- Monitor and manage project-related claims and disputes
- Maintain current knowledge of industry trends, regulations, and best practices

## Qualifications & Requirements

### Education & Experience

- Bachelor's degree in construction management, engineering, or related field required
- Master's degree in related field preferred
- 15+ years of progressive experience in general contracting or construction management, with at least 8 years in senior leadership roles
- Proven track record of successfully delivering large-scale construction projects
- Professional certifications (PE, PMP, LEED AP, etc.) preferred

### Skills & Competencies

- Advanced knowledge of construction methods, project management principles, and industry best practices
- Strong financial acumen and experience with construction fiscal management
- Excellent leadership, communication, and interpersonal skills
- Proven ability to build and maintain client relationships
- Strong analytical and problem-solving capabilities
- Proficiency with construction management software and technology tools

**Benefits:** We offer a competitive total compensation package. Benefits available to full-time employees including paid time off, health/dental/vision insurance, life and disability insurance, annual bonus, profit sharing and 401K match.

*Power & Sons Construction is an equal opportunity employer and is committed to providing an inclusive environment. We do not discriminate on the basis of race, color, religion, gender, gender expression, gender identity, age, national origin, ancestry, disability, marital status, sexual orientation, pregnancy status, military and veteran status, genetic information, and any other status protected by law. We provide qualified applicants and employees reasonable accommodation, when necessary, to enable individuals to complete the application process and/or perform the essential functions of the job.*