BLACK MOUNTAIN
CONSTRUCTION

Construction Project Manager

San Francisco Bay Area - Full Time

Salary Range: $115,000-$170,000 based on experience and skill level.

Position Overview

We build luxury custom homes, estates, and renovations with unmatched craftsmanship, thoughtful design, and concierge-level service. We're looking for a **Construction Project Manager** to lead unique, high-end residential projects. This role is ideal for someone who brings both technical expertise and a strong design sensibility; someone who can manage the big picture while staying attentive to the smallest details. The right candidate approaches their work with integrity, professionalism, and a commitment to follow-through, while building and maintaining strong relationships with clients, collaborators, and our internal team. This is a chance to work alongside top-tier architects and design professionals, leading teams that are passionate about delivering exceptional quality and craftsmanship.

Key Responsibilities

As a Project Manager, you'll be responsible for:

- Overseeing the full lifecycle of each project, ensuring effective management of schedule, budget, resources, and documentation.
- Maintaining clear and timely communication with all members of the project team.
- Approaching challenges, incomplete drawings, evolving designs, and changes with a proactive, adaptable mindset.
- Performing value engineering as needed, including cost analysis and alternative recommendations.
- Leading project estimating and subcontractor procurement.
- Tracking and managing the project budget, including regular financial reporting.
- Creating, maintaining, and adjusting the project schedule as necessary.
- Identifying, selecting, and overseeing subcontractors, including managing RFPs, bids, contracts, performance, safety, payment, and close-out.
- Ensuring dimensional accuracy is maintained throughout construction.
- Managing all project documentation and processes, including RFIs, submittals, and communication logs.
- Reviewing shop drawings for windows, cabinetry, and other custom building components.
- Coordinating a thorough project closeout process, including collection of warranties, finish schedules, and other required materials.
- Conducting a post-occupancy review to ensure final quality and satisfaction.

- Contributing to company growth, community involvement, and the achievement of strategic goals.

What You Need to Succeed

We're looking for someone who is proactive, dependable, and committed to quality. The ideal candidate will possess:

- 10+ years of project management experience delivering high-end, custom residential homes with exceptional craftsmanship.
- At least 5 years of experience as a project manager with experience managing projects valued at $5 million+.
- Construction management or related degree encouraged.
- Ability to read and interpret architectural drawings and specifications.
- Excellent communication, team-building, and mentoring skills.
- Ingenuity based on technical and materials knowledge.
- Proficiency in Procore, Microsoft Office Suite, MS Project, and Bluebeam.
- Exceptional organizational and time-management skills
- General working knowledge of Procore Construction Management and Financial Modules.

What We Offer

Black Mountain Construction offers a competitive benefits package, including:

- 100% coverage of medical, dental, and vision premiums for employees
- 70% coverage of premiums for dependents (Anthem PPO plan)
- Life insurance
- 401(k) with 4% company match (after 6 months)
- Paid Time Off: Up to 80 hours annually
- 10+ Paid Holidays
- Fun company events and a supportive team culture

Why Work with Black Mountain Construction?

With over 35 years of experience, Black Mountain Construction is a recognized leader in luxury residential and commercial construction. We specialize in luxury estates, high-end retail and hospitality spaces, and high-rise residences throughout the San Francisco Bay Area and beyond.

Founded by Jeffrey Woods, our firm is built on a foundation of craftsmanship, communication, and teamwork. We take a hands-on approach to project management, working closely with world-class architects, designers, artisans, and vendors to bring distinctive, enduring spaces to life.

Our reputation is grounded in integrity and a relentless commitment to quality. We care deeply about the work we do, the people we serve, and the team we build. At Black Mountain, we cultivate a

BLACK MOUNTAIN
CONSTRUCTION

respectful, growth-oriented environment with opportunities for advancement and meaningful recognition.

If you're someone who values precision, professionalism, and pride in your work, you'll find a lasting home here.

Black Mountain Construction is an Equal Opportunity Employer and considers all qualified applicants in accordance with local labor laws.