



Onsite Construction Manager

Location: Colorado

Employment Type: Full-Time

Department: Construction

Reports To: VP of Construction Operations

Compensation Range: \$85,000 to \$110,000 annually (Dependent on experience)

Bonus/Other Compensation: Eligible for performance-based bonus/incentive compensation

Benefits: Medical, dental, vision, paid time off, paid holidays, and other company-provided benefits, if applicable

Position Summary

The Onsite Construction Manager is responsible for managing assigned homes from home start through move-in and warranty completion. This role oversees daily job site activity, construction schedules, trade partners, inspections, quality control, safety, documentation, homeowner communication, and warranty follow-up.

This position does not directly supervise company employees but is responsible for coordinating, directing, and holding trade partners, vendors, suppliers, inspectors, and other field resources accountable for schedule, quality, safety, and budget expectations.

Essential Duties and Responsibilities

Manage all construction activity from home start to move-in, including job site coordination, scheduling, inspections, quality control, and warranty follow-up.

Build and maintain construction schedules to ensure homes are completed on time, within budget, and to company standards.

Schedule, coordinate, and manage trade partners, subcontractors, suppliers, inspectors, and utility providers for each phase of construction.

Conduct regular job site walks to monitor progress, quality, cleanliness, safety, and schedule compliance.

Manage key construction milestones, including pre-construction meetings, pre-drywall meetings, inspections, homeowner orientations, final presentations, and final walk-throughs.

Review plans, specifications, scopes of work, purchase orders, buyer selections, and construction documents to ensure accurate field execution.

Ensure work complies with approved plans, company standards, building codes, safety requirements, community guidelines, and buyer selections.

Inspect trade partner workmanship and address incomplete, unsatisfactory, or noncompliant work in a timely manner.

Resolve construction issues raised by inspectors, trade partners, homeowners, sales, customer care, or internal team members.

Coordinate municipal inspections, third-party inspections, utility installations, required approvals, and final sign-offs.

Maintain clean, safe, organized job sites and ensure compliance with applicable local, state, and federal requirements.

Perform Stormwater Pollution Prevention Plan inspections and maintain required safety, inspection, and construction documentation.

Manage trade partner communication, schedule updates, invoice approvals, purchase orders, change orders, and construction records through company systems.

Provide feedback to management regarding trade partner performance, including quality, timeliness, responsiveness, and attention to detail.

Monitor job costs, field variances, rework, and construction-related expenses to support budget goals and profitability.

Collaborate with sales, purchasing, design, operations, and management to ensure effective communication and issue resolution.

Support a positive homeowner experience through professional communication, timely follow-up, and quality-focused service.

Manage post-close warranty requests, including determining corrective action, scheduling trade partners, and confirming completion.

Conduct all business in a professional and ethical manner that supports customer satisfaction, trade relationships, company reputation, and profitability.

Work additional hours as needed to meet construction schedules, inspections, closing deadlines, and homeowner commitments.

Qualifications

High school diploma or GED required.

Three plus years of residential construction experience preferred.

New home construction experience strongly preferred.

Experience managing homes from home start through closing and warranty preferred.

Strong knowledge of residential construction sequencing, scheduling, inspections, building codes, trade coordination, safety, and quality standards.

Ability to read and interpret plans, specifications, scopes of work, purchase orders, schedules, and buyer selections.

Ability to manage multiple homes, trade partners, deadlines, and priorities at one time.

Strong problem-solving skills with the ability to make timely, cost-effective field decisions.

Strong verbal and written communication skills.

Ability to communicate professionally with homeowners, trade partners, inspectors, sales, customer care, management, and municipal representatives.

Proficiency with Microsoft Office, email, smartphones, tablets, and construction management software.

Valid driver's license, reliable transportation, and ability to travel between communities, job sites, municipalities, vendors, and company offices as needed.

Physical Requirements and Work Environment

Ability to walk active construction sites daily and navigate uneven terrain.

Ability to stand, walk, climb stairs, bend, kneel, stoop, crouch, crawl, and lift or move items up to 50 pounds as needed.

Ability to visually inspect construction quality, materials, finishes, and workmanship.

Ability to work in varying weather conditions and active construction environments.

Exposure to typical job site conditions, including noise, dust, tools, equipment, vehicles, and moving mechanical parts.

Equal Opportunity Employer

Lion Residential is an Equal Opportunity Employer. Employment decisions are based on qualifications, merit, and business needs. We are committed to maintaining a workplace free from discrimination and harassment.