

Director of Construction Operations

Company Summary:

Onyx+East is a homebuilder that delivers well-crafted and designed homes to clients. We focus on building in walkable, lasting locations ensuring each property provides comfort, livability, convenience, viability, and practicality. We treat every home as a piece of art. We are committed to serving our clients through offering a quality project, maintaining transparent communication, and encouraging a relationship, rather than a mere partnership. We are thinkers. We are visionaries. We are envelope pushers. We work towards one goal: to ensure our residents live with a sense of comfort, community and sustainability.

Job Summary:

The Construction Operations functional area includes Site and Vertical Construction, Operations, Purchasing, Production Services, and Architecture. The Director of Construction Operation's primary role is within the Operations and Purchasing functions, leading and managing our business partnerships within each division to support Onyx+East business plan. The role will work with leadership to define strategy, drive execution, and improve business results. The Director of Construction Ops will partner and collaborate with all functional areas on key components of projects, including project and product development, project execution, driving change, and other critical items for Onyx+East business.

Operations and Purchasing

- Partner with leadership and internal team to deliver trade partnerships to support the business. Ensure that all trade partners align with Onyx+East divisional strategies and business objectives.
- Deliver trade partnerships that will provide the production capacity and quality/competency for each project while supporting cost and budget targets. Resource delivered will provide a compelling value that balances all critical components.
- Demonstrates leadership in all interactions, initiatives, and relationships that are consistent with Onyx+East business strategy and values.
- Deliver key components and participate in the development of project feasibility budgets and analysis for all product lines in development.
- In conjunction with leadership, participate in the development of Margin and Variance Improvement Plan. Lead various margin and variance improvement initiatives as assigned.
- Ensure proactive cost management strategies and continual communication with leadership regarding cost risks and opportunities.
- Actively drive and participate in the development of local and national rebate programs, partnering with key manufacturing and distribution companies to drive value.
- Partner with team to manage all aspects of trade partner onboarding and ongoing performance, including general orientation, contract documents and pricing, daily execution, quality, warranty, and other components of operations.

Site & Vertical Construction

- Partner with Construction leadership and team to continually improve overall operational execution and key business metrics, including cost, quality, capacity, and customer experience.
- Provide management and support for site construction budgeting and vendor bid process.

- Partner with Construction team to drive improvements in Warranty spend and trade partner execution. Ensure all decisions represent most compelling value through the product life cycle.
- Provide support for Construction team in conflict resolution and performance management.
- In conjunction with leadership and management, ensure appropriate communication to trade partners regarding overall starts and capacity planning.
- Participate in variance review process and support variance reduction initiatives.

Production Services, Product, & Architecture

- Ensure all trade partners and budget information is provided to Production Services to support timely and accurate project budget and lot specific execution.
- Provide timely and thorough communication of budget, product, trade, and other changes.
- Work directly with Production Services on all cost and budget reporting as required.
- Participate in and provide support for architecture and product development process to support all key business objectives.
- Drive product and option lineup, partnering with internal teams to deliver product innovation at a compelling value. Ensure product lineup aligns with current trends and new products.
- Play a role in driving innovation in product, design, sustainability, technology, and other items consistent with company goals and objectives.
- Participate in value engineering product designs with internal teams and external partners to ensure product design drives efficiency and cost reduction while balancing style and design.
- Partner with Production Services team on all takeoff and unit cost value driven initiatives.

Pre-Construction

- Partner with Construction Operations team to assist in development and manage key components of Pre-Construction process to support construction of loft/condo/flats buildings.
- In conjunction with leadership, manage bid and contracting process, including project analysis, defining and interpreting scopes of work, cross functional plan set review, managing bid packages, and meeting, negotiating, and contracting with vendors.
- Assist in development and ongoing management of key project cost reporting mechanisms for projects.

Experience and Skill Requirements

- Bachelor's Degree in construction management or related field.
- 10+ years proven experience in multi-family, single family, and/or commercial construction operations, including purchasing, construction, estimating/budgeting, project management, and/or pre-construction preferred.
- Leadership, management, and external business relationship management capabilities.
- Strong project management skills.
- Excellent communication, organizational, and planning skills.
- Collaborates well across functional areas.
- Strong analytical skills and budgetary experience.
- Broad understanding of product and process within the construction industry.
- Ability to travel preferred.

Position Reports to: Vice President of Operations