



NOW HIRING

We are searching for the best in the industry. Are you wanting to work for a company that offers great pay, benefits, steady work and opportunity to develop and grow? Apply online or call our office – (757) 335-7920.

Position's Available:

- Heavy Equipment Operator's – bulldozer and excavator
- Construction Laborer
- Foreman
- Superintendent
- Project Manager
- Project Estimator
- Office Staff
- Road Mechanic

Qualifications:

- Prior experience and knowledge of the position.

AAP/EEO Statement:

It has been and will continue to be a fundamental policy of the Company not to discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or status as a veteran, or any other basis protected by applicable federal, state or local law, with respect to recruitment, hiring, training, promotion, and other terms and condition of employment.



October 14, 2026

Project Manager

Reports to: President or designated operations leader

Work setting: Office and active project sites

Lead assigned civil construction projects from award through final payment. Take ownership of project cost, schedule, contract requirements and client communication while working closely with the superintendent to deliver the work safely and profitably.

Responsibilities

- Review the estimate, plans, specifications and contract; establish the project budget, cost codes, buyout plan and baseline schedule.
- Manage subcontracts, purchase orders and material procurement within delegated authority. Track long-lead items and confirm scope coverage.
- Review labor, equipment, material and subcontract costs against production. Maintain accurate cost-to-complete forecasts and explain variances.
- Coordinate with the superintendent on staffing, equipment, sequencing, look-ahead schedules and recovery plans.
- Lead owner and subcontractor meetings. Track decisions, commitments, requests for information and submittals through resolution.
- Identify changed conditions and extra work early. Prepare notices, pricing and supporting records; secure approvals within company authority.
- Prepare or approve progress billings, quantities and subcontractor payments. Resolve billing issues and support collections.
- Coordinate quality, testing, safety support, punch lists, as-builts, warranties and final closeout. Escalate risks before they affect performance.

Required qualifications

Five or more years of civil construction experience, including responsibility for managing projects, budgets and subcontractors. Strong knowledge of earthwork, underground utilities, drainage and roadway or site construction. Ability to interpret contracts, plans and specifications and communicate clearly with owners and field teams.

Preferred qualifications

Bachelor's degree in civil engineering or construction management. Experience with HCSS HeavyJob, accounting software, Bluebeam and Primavera P6 scheduling software.

Performance expectations

Accurate forecasts, timely billing and change documentation, reliable milestone delivery, effective problem resolution and complete closeout. Safety performance includes prompt reporting and correction of hazards.

Site-based duties involve outdoor conditions, uneven ground and required PPE. Essential duties may be performed with reasonable accommodation.

Compensation and benefits

Base salary will reflect relevant civil construction experience, demonstrated project management ability and the scope of responsibility. The compensation package and applicable benefits will be discussed during the interview process and confirmed in the written offer.

- **Base salary:** Commensurate with experience.
- **Performance bonus:** Opportunity for a discretionary performance bonus based on individual contributions, project results and overall company performance.
- **Health coverage:** Medical, dental and vision plans offered.
- **Retirement savings:** 401(k) plan.
- **Paid time off:** PTO starts at 2 weeks per year, plus paid holidays.
- **Company vehicle:** Included.
- **Professional development:** Support for job-related training, certifications and continuing education, subject to advance approval.

Benefits are subject to eligibility requirements and the terms of the applicable plans and company policies.

Position details

Employment type: Full-time.

Primary location: Suffolk, VA, with travel to assigned project sites.

Work schedule and travel: Office and jobsite work, with hours coordinated around project needs.

How to apply

Submit a resume and a summary of relevant civil construction projects, including your role and responsibilities, through our website - <https://vccivil.com/employment/>.