



FERGUSON BUILDERS

FERGUSONBUILDERS.com | (864) 735-8071 | info@fergusonbuilders.com

Before applying for this job, please read the description in its entirety and follow the instructions under "How to Apply."

*Note that all candidates will be required to undergo a background check as part of the hiring process.

Project Manager (Project Lead) at Ferguson Builders:

- Starting from \$75,000 to 100,000 annually (based on experience)
- Job Type: Full Time - Monday to Friday
- In-Office and In-Field
- Females are encouraged to apply

Why Join Our Team?

- Excellence in Craftsmanship - We take pride in delivering high-quality work. Every project is custom and different.
- Steadily Growing - There's solid work ahead and room to grow with us if you're ready to show up and deliver.
- Clear Communication - We value open, honest, and respectful communication at every level.
- Core Values - Our Core Values are more than just words on a wall. They guide our actions, shape our culture, and drive every decision we make: Team Player, Excellence, Ownership, Motivated, and Greater Purpose.

Benefits:

- Holidays Off & Vacation/PTO
- Health Benefit - QSEHRA
- 401(k) Match: 100% of the first 3% of employee contributions and 50% of contributions between 4% and 5%, for a maximum match of 4%.
- Company Gear & Apparel
- Tool Reimbursements
- Team Building & Family Events
- Gear Share
- **Profit Share:** After 90 days, once you have taken on all your responsibilities and received a vote from the team, you are eligible to receive a quarterly profit share! We believe that sharing company profits encourages efficiency and ownership. And who doesn't love a good bonus incentive?

Who We Are Looking For?

We're looking for a driven and experienced Project Manager with strong leadership, planning, and communication skills.

You'll oversee multiple residential projects across the Upstate, driving production targets through strategic planning, efficient processes, and proactively managing your team, all while upholding quality and craftsmanship. You're passionate about developing people, meeting deadlines, and continually improving processes.

You value growth, welcome feedback, and are always looking for ways to improve the team and the company.

Qualifications:

- Strong leadership and interpersonal skills.
- 5+ years managing teams in residential construction projects/production management.
- Excellent time management and organizational skills.
- Proficient with management software, Microsoft Office, and Google products.
- Effective communication (verbal, written, and presentations).
- Self-motivated, deadline-focused, and detail-oriented.
- High integrity and confidentiality.
- Strong analytical and problem-solving abilities.
- Committed to upholding high standards of quality and craftsmanship.
- Preferred: 5+ years of in-field construction experience.

Responsibilities:

- Manage Residential Remodeling projects, maintaining quality standards and meeting deadlines.
- Oversee and manage project budgets, quality control, and troubleshoot site issues, ensuring client satisfaction and project integrity.
- Manage project scheduling, processes, and team meetings to ensure timely project completion.
- Maintain daily logs for client visibility.
- Set and track realistic weekly and monthly team goals.
- Prioritize tasks and assign work to team members or trade partners.
- Prepare job sites by coordinating materials, permits, and staffing based on job type, size, and safety requirements.
- Develop processes to improve efficiency and reduce costs.
- Strengthen relationships with clients, teams, and trades through clear, effective communication.

Your First 90 Days:

All roles begin with a 90-day employment agreement. We start with this to confirm we're a great fit for each other. Our onboarding period provides extensive training and feedback while you learn the ins and outs of the role. At the end of 90 days, if we're both feeling great about it, we'll extend a new employment agreement for a permanent position on the team.

How to Apply:

Attach a PDF of your resume + cover letter + questions.

In your cover letter:

- Introduce yourself and explain why you are interested in this position and would be a great fit. Please limit this section of the cover letter to one page.
- On a separate page of your cover letter, answer the following questions (with each response being about a paragraph in length):
 - What attracted you to this role?
 - What are your favorite and least favorite parts of your current or most recent job?
 - Tell us about a time when you had to learn something new to excel at your job.

Please send all attachments as PDFs. Please follow these instructions carefully; we will only review the applicants who meet these requirements.

If you have trouble adding PDFs of your resume and cover letter, please email [hr \(@\) fergusonbuilders.com](mailto:hr@fergusonbuilders.com) with the subject "Project Manager Application" and include both in the above format.

P.S. If you're not interested in or available for this position but know someone who is, we would appreciate it if you passed this along!