

CLASS SPECIFICATION



CLASS: Construction Manager
ALLOCATION: Community Development & Services Agency
FLSA STATUS: Exempt
UNION AFFILIATION: Non-Represented

ESTABLISHED: May 2020
REVISED: May 2023

JOB SUMMARY:

Under general direction, assist the Deputy Director of Public Works – Construction with planning, organizing and administering the Public Works Department’s construction operations, including capital improvement projects, land development projects, and the County Service Area (CSA) projects; and performs related work as assigned.

CLASS CHARACTERISTICS:

This is the mid-management level in the public works construction series. A construction management professional is responsible for managing and inspecting the project during the construction phase for the purpose of controlling time, cost and quality. The Construction Manager exercises direct and indirect supervision over lower level professional and technical personnel assigned to support the construction and inspection functions of the Public Works Department.

This position reports directly to the Deputy Director of Public Works – Construction. This class is distinguished from Deputy Director of Public Works – Construction in that the latter has overall management responsibility for all departmental construction and maintenance related activities and functions and establishes department vision, goals, policies, practices and procedures. This class is further distinguished from the classes in the engineering series in that engineers have characteristics of licensed professional engineers; have responsibilities to design and prepare plans for construction projects; and have educational backgrounds that are primarily related to engineering courses.

EXAMPLES OF DUTIES:

Essential:

Staff Supervision

- Direct the planning of work, setting of schedules and development of controls to ensure that short and long-range goals of the department are accomplished.
- Plan, organize, assign and evaluate the performance of subordinate staff; provide direction and coaching, through feedback sessions; create individual development plans with employees; discuss job performance problems to identify causes and issues, and to work on resolving problems; initiate performance improvement plans, propose and administer discipline.
- Assist in the interview and selection of staff; provide for the training and professional development of staff to ensure adequate skill sets for conformance with professional standards and County best practices.

Administration

- Manage the day-to-day operations of the construction and inspection functions of the department including the construction of capital improvement projects, construction of land development projects; plan, organize, direct, review and evaluate the construction and inspection of County roads, streets and other public works facilities.
- Assist the Deputy Director of Public Works – Construction with the assignment and management of contract hired project managers and inspectors.
- Monitor and train construction inspectors and engineers in the fundamentals of construction inspection and management.
- Provide high-level assistance and supervision to construction inspectors.
- Develop, analyze, and administer the budget for construction projects.
- Negotiate and resolve construction disputes between the County and the contractor.
- Develop specifications and bid documents for a variety of public works and CSA projects; recommend

contract awards; negotiate contract provisions and modifications, as required; conduct field inspections of County projects; and coordinate, review and approve contractor's performance.

- Assist in negotiations with other agencies, utilities, groups and individuals on a wide variety of issues pertaining to public works.
- Ensure contract compliance with plans, specifications, applicable codes and regulations.
- Review and monitor major projects to ensure they are completed on schedule and within budget, while avoiding construction claims.
- Prepare, track, log and respond to various construction management documents and other project documentation.
- Review and recommend approval of payments to the contractor.
- Plan, measure and evaluate the performance of Division activities; take corrective action as necessary, to ensure the efficient and timely accomplishment of assigned tasks; assemble necessary resources to solve a broad range of programmatic and service delivery problems.
- Assist in the development and implementation of department goals, objectives, policies, procedures and work standards for the effective operation for all construction projects.
- Manage amendments and adjustments to County Service Area assessments, provided services and dissolutions.
- Monitor and manage the budget and needs of CSAs; make recommendations of necessary work and assist in the preparation of project plans, specifications and bid documents; oversee the progress of construction by paying particular attention to costs associated with the work and staying within the project budget; assist residents with inquiries in the CSAs.
- Monitor and interpret changes in laws and regulations related to construction operations; evaluate their impact upon County activities, and assist in the development and implementation of policy and procedural changes as required.

Important:

- Comply with all County equipment and safety policies and procedures, and California Occupational Safety and Health Administration (CalOSHA) rules and regulations.
- Use various computer and standard office equipment in the course of work.
- Act as a department representative in emergency or disaster response activities.
- Serve as Deputy Director of Public Works – Construction on a relief or as needed basis.

EMPLOYMENT STANDARDS:

Knowledge of:

- Principles and practices of construction inspection.
- Principles and practices of contract administration.
- Construction project scheduling, cost estimating, materials, and claims analysis.
- Construction methods and techniques.
- Construction Change Order review and preparation.
- Various computer software programs used in construction management.
- Principles, practices and methods of Construction and Maintenance as applied to planning, development, design, construction, operation and maintenance of roadways and other public works; cost engineering.
- Federal, state and local laws, rules and regulations governing engineering and construction practices.
- Principles and techniques of capital improvement design, construction, funding and long-term maintenance.
- Safety practices, legal liabilities and responsibilities related to the work.
- Techniques for representing the department and the County in meetings in negotiations with a variety of groups and individuals.
- Geographic features and locations within Yuba County.

Skill in:

- Assist in the preparation of construction documents, contract plans and specifications, and other documents.
- Planning, organizing, developing and administering a comprehensive public work construction and maintenance program.
- Read and interpret engineering plans and specifications.
- Reviewing and approving the work of consultants and contractors.
- Administering assigned programs and staff directly and through subordinate supervision.
- Applying and explaining complex federal, state and local laws related to the public works areas of responsibility.
- Project management; managing multiple priorities and situations concurrently.
- Planning, organizing, assigning, directing, reviewing and evaluating the work of assigned staff.
- Developing and implementing goals, objectives, policies, procedures and work standards.
- Selecting, motivating and providing training and development for staff.
- Using initiative and independent judgment within established policy and procedural guidelines.

Ability to:

- Plan, manage, supervise, direct and coordinate the work of staff assigned to major and complex construction projects.
- Understand, interpret and enforce compliance with plans, specifications, bid documents, and contract provisions.
- Understand construction processes and inspect materials and workmanship for safety hazards or construction problems.
- Develop and maintain effective relationships with staff, consultants, contractors, engineers, architects and representatives of other agencies or departments.
- Effectively present solutions and options to significant construction problems.
- Select, train, and evaluate staff.
- Write and review complex reports including Change Orders, board letters, claims, specifications and contract documents.
- Use tact, discretion and prudence in dealing with those contacted in the course of the work.
- Explain complex rules and programs so others can easily understand them.
- Regularly work well under pressure, meeting multiple and sometimes conflicting deadlines.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Gather, organize, analyze and present a variety of data and information.
- Prepare clear and concise reports, correspondence and other written materials.
- Communicate clearly and concisely, both orally and in writing.
- Listen carefully to what other people are saying, take time to understand the points being made, and ask questions as appropriate for clarification.
- Maintain composure, keep emotions in check, control anger and avoid aggressive behavior, even in very difficult situations.

Physical Demands: The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential function of the job, with or without accommodation. Prospective employees must complete a pre-employment medical exam (Occupational Group V) which will measure the ability to:

- See well enough to read fine print and view a computer screen; speak and hear well enough to understand, respond, and communicate clearly in person and on the telephone; arms and shoulders to repetitively operate a keyboard and to write; and the ability to sit, stand or walk for prolonged periods of time.

- Mobility to inspect construction sites involving trenches, embankments, climbing ladders and uneven terrain.
- Strength and mobility to lift and/or maneuver up to 50 pounds.
- Frequently required to drive a County or personal motor vehicle to attend meetings and visit work sites.

Accommodation may be made for some of these physical demands for otherwise qualified individuals who require and request such accommodation.

Work Environment:

- Work is performed both in the office and in the field at various job sites throughout Yuba County.
- Work outdoors in all weather conditions.
- Exposure to potential hazards at various construction sites.
- The work may require extended hours, weekends, holidays, evenings or irregular hours.

QUALIFICATIONS:

The minimum and preferred requirements are listed below. While the following requirements outline the minimum qualifications, Human Resources reserves the right to select applicants for further consideration who demonstrate the best qualifications match for the job. Meeting the minimum qualifications does not guarantee further participation in selection procedures.

Licenses and Certification:

- Possess a valid California Class C driver's license within ten (10) days of employment and maintain license throughout employment.

Special Requirements:

- Must successfully complete an extensive and thorough background investigation, which may include Live Scan fingerprinting prior to hire.
- DMV printout prior to hire.
- Must file statements of economic interest with the Yuba County Clerk/Recorder.
- Will be required to perform disaster service activities pursuant to Government Code 3100-3109.

Education and Experience:

MINIMUM: Ten years of professional experience acting as a Resident Engineer, Project Manager, Superintendent or Foreman on projects involving the construction of roads, bridges and related Public Works facilities; OR Bachelor's Degree in construction management, civil engineering or a related field and three years of professional experience acting as a Resident Engineer, Project Manager, Superintendent or Foreman on projects involving the construction of roads, bridges and related Public Works facilities.

PREFERRED: Additional years of professional experience in construction management, civil engineering or related field acting as a Resident Engineer or Project Manager on projects involving the construction of roads, bridges and related Public Works facilities.

This class specification lists the major duties and requirements of the job. Incumbent may be expected to perform job-related duties other than those contained in this document.

Dept Approval:
Date:

EEOC: A
WC: 9410

Human Resources Approval: Analyst
Date:

Signature: _____

Established: May 2020

Signature: _____