

Growing City - Project Manager Success Outcomes 2024

The following success outcomes are a summary of our expectations for your performance and will be the focus of how we determine your success in this role. Please keep these in mind at all times.

First 30 days:

- Be on time to work, missed worked days should be limited to pre-advised and approved dates or emergencies only
- Take notes regularly, carry notepad (or digital) with you at all times
- Ask questions regularly
- Meet training deadlines that have been assigned to you
- Bring positivity to work every day

First 90 days:

- Perform most (7 out of 10) duties of the job without instruction
- Maintain a high level (at least 8 out of 10) of attention to detail and accuracy in all that you do
- Demonstrate proactive use of BuilderTrend to facilitate and document daily communication between the office and field staff
- Take constructive criticism well and implement changes as necessary
- Provide honest and constructive feedback to management
- Maintain positivity during the work day

First 6 months:

- Keep all projects running on schedule (or ahead)
- Meet or beat cost targets for 8 out of 10 subcontractors/trades on each project
- Get ahead of most (at least 7 out of 10) problems that will come up on job sites
- Maintain clean job sites with at most 2 initial complaints from management/owners/neighbors and 0 follow up complaints
- Maintain high standards of material and installation quality on all projects (9 out of 10 or higher)
- Manage field team members effectively, supporting them in their efforts to do their best

First year:

- Finish all projects on time, no exceptions
- Meet or beat budgets for all projects
- Minimize time and unnecessary costs on punch out items for all projects
- Identify which subs to replace for future projects
- Find suitable replacements for low performing subs
- Demonstrate consistent growth and improvement in your performance