

Project Manager - Construction

About Us

Comfort Systems USA – Central Texas is a leading mechanical and plumbing contractor serving the Central Texas market. Our projects include healthcare, government, higher education, mission critical, industrial, manufacturing, and data center facilities.

Our success is built on five core values:

- Be Safe
- Be Honest
- Be Respectful
- Be Innovative
- Be Collaborative

As we continue to grow, we are seeking Project Managers who embrace ownership, leadership, accountability, and continuous improvement.

Position Summary

The Project Manager is the business leader responsible for financial performance, operational execution, team development, safety outcomes, and customer relationships associated with their projects from turnover through closeout.

Successful Project Managers take full ownership of project performance and operate with an entrepreneurial mindset, treating every project as if their own money is on the line. The ideal candidate is proactive, organized, financially driven, technically competent, and passionate about developing people and building strong relationships.

What Success Looks Like

A successful Project Manager:

- Delivers projects at or above target gross margin.
- Produces accurate revenue and cost-to-complete forecasts.
- Drives labor productivity and project efficiency.
- Builds strong relationships with customers, trade partners, and project teams.
- Develops future leaders within the organization.
- Proactively identifies and mitigates project risks.
- Lives and promotes company core values.
- Takes ownership of project outcomes.

Essential Responsibilities

Safety Leadership

- Promote a culture of safety through planning, communication, and accountability.
- Participate in project safety reviews, risk mitigation efforts, and critical shutdown/MOP planning.

Financial Management

- Own project financial performance, forecast accuracy, profitability, and risk management.
- Develop and maintain accurate budgets, revenue forecasts, and cost-to-complete projections.
- Lead project buyouts, subcontract management, billings, and change order recovery efforts.

Project Planning & Execution

- Develop and execute project plans that drive schedule performance, productivity, and customer success.
- Coordinate procurement, fabrication, VDC, field operations, and subcontractor activities.
- Lead project meetings and proactively communicate risks, scope changes, and schedule impacts.

Labor Productivity & Operations

- Partner with field leadership to plan, measure, and improve labor productivity throughout the project lifecycle.
- Monitor production trends and proactively address performance risks.
- Support manpower planning, resource allocation, prefabrication, and continuous improvement initiatives.

Technical Leadership

- Apply technical knowledge of mechanical, plumbing, piping, and sheet metal systems to support project execution, coordination, and profitability.
- Review project documents and participate in BIM/VDC coordination efforts.

Quality & Project Closeout

- Support QA/QC, commissioning, startup, punch list, and project closeout activities.

Leadership & Team Development

- Mentor Project Engineers, Assistant Project Managers, and emerging project leaders while helping develop the next generation of company leadership.
- Foster accountability, collaboration, and professional growth across project teams.
- Support recruiting, onboarding, and retention efforts.

Customer Relationships

- Build trusted relationships with owners, general contractors, architects, engineers, vendors, and trade partners.
- Consistently exceed customer expectations, resolve issues proactively, and create opportunities for repeat business and long-term partnerships.

Strategic Growth

- Support company growth, innovation, process improvement, and culture development initiatives.

Qualifications

Required

- 5+ years of experience managing commercial mechanical and plumbing construction projects.
- Experience managing complex projects in healthcare, government, industrial, mission critical, commercial, higher education, or similar environments.
- Strong financial, forecasting, budgeting, and cost-control skills.
- Experience managing contracts, contract administration, change orders, and project risk.
- Ability to successfully manage multiple projects and priorities simultaneously.
- Ability to lead project teams through influence, accountability, and relationship building.
- Strong communication, organization, and problem-solving skills.
- Proficiency with Procore, Bluebeam, Touchplan, Microsoft Office, and BIM/VDC platforms.

Preferred

- Bachelor's degree in Engineering, Construction Management, Construction Science, or equivalent industry experience preferred.
- Experience with healthcare, mission critical, industrial, or data center construction.
- Knowledge of the Central Texas construction market and key industry stakeholders.
- Experience with design-assist and design-build delivery methods.
- BIM/VDC coordination experience.
- Experience mentoring and developing project professionals.

Why Join Us?

You'll have the opportunity to lead meaningful projects, develop future leaders, help shape company growth, and make a direct impact on the success of our customers, our employees, and our organization. We are looking for Project Managers who want more than a job—we are looking for leaders who want to build something exceptional. Our most successful Project Managers think like owners, develop people, build lasting relationships, drive productivity and profitability, and take full responsibility for delivering outstanding project outcomes.