



Executive Vice President – Public Works

Location: Livermore, CA
Employment Type: Full-Time Executive
Full-Time: On-Site
Salary: \$250K - \$300K

About Mountain Cascade:

Mountain Cascade is a heavy civil construction contractor delivering complex infrastructure projects across California, with operations in Nevada and Texas. We specialize in water, wastewater, and public works construction, partnering with municipalities and public agencies to build and modernize critical infrastructure.

About the Role:

We are seeking a seasoned, strategic leader to serve as the Executive Vice President of Public Works. This role reports directly to the CEO/President and holds full accountability for the P&L, operations, and business development of our public infrastructure division. The EVP will define the strategic vision for growth, drive profitability, and lead high-stakes projects from bidding to completion.

Responsibilities:

- **Strategic Leadership:** Develop and implement strategic plans for the Public Works division, aligning with company-wide goals for revenue growth and market expansion.
- **P&L Management:** Assume full responsibility for the profitability and financial performance of all public works projects, including annual budgeting and cost control.
- **Operations Oversight:** Direct senior Project Managers, Superintendents, and field personnel to ensure high-quality, safe, and on-schedule execution of projects (UDOT, DOT, municipalities).
- **Business Development:** Act as the primary relationship owner with DOT officials, city planners, and major public stakeholders. Lead the proposal development, bid strategy, and negotiation process for large-scale projects.
- **Safety & Compliance:** Drive a rigorous safety culture, ensuring compliance with federal (OSHA), state, and local regulatory standards.
- **Risk Management:** Evaluate contracts, manage risk on major projects, and ensure contractual compliance.

Required Qualifications

- **Experience:** 15–20+ years of progressive leadership experience in heavy civil/public works construction, with at least 5+ years at an executive level.



- **Education:** Bachelor's degree in Civil Engineering, Construction Management, or Business Administration (MBA preferred).
- **Background:** Proven track record of managing \$100M+ to \$1B+ public sector projects and leading large, diverse teams.
- **Skills:** Expertise in public bidding laws, municipal infrastructure standards, and navigating complex regulatory environments (e.g., DOT/municipal agencies).
- **Presence:** Exceptional communication and presentation skills, with the ability to build relationships with government officials and board members.

Compensation & Benefits

- **Salary Range:** \$250,000 – \$400,000+ DOE (Base Salary).
 - **Bonus:** Significant executive bonus structure (50-75% performance-based).
 - **Benefits:** Comprehensive executive package including company car/allowance, health/dental/vision for family, 401(k) matching, and relocation assistance.
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How to Apply

Submit your resume, relevant project experience, and certifications to:

hr@mountaincascade.com

Mountain Cascade is an Equal Opportunity Employer. Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status.