



Area Manager – Heavy Civil Construction

Location: SF to Monterey

Employment Type: Full-time; onsite

About Mountain Cascade

Founded in 1975 and headquartered in Livermore, California, Mountain Cascade, Inc. has grown from a single-contractor operation into one of the most respected and innovative general engineering firms in California, Nevada, and Texas. With over a century of combined management experience, we specialize in tackling complex infrastructure projects—including underground pipelines, pump stations, water and wastewater treatment plants, site utilities, and heavy civil works—that many contractors prefer to avoid. By blending deep technical expertise with creative problem-solving, unwavering safety standards, and a relentless commitment to quality, we deliver reliable, forward-thinking solutions that set the industry standard for excellence.

About the Role

Mountain Cascade, Inc. is seeking an experienced Area Manager to provide operational leadership for multiple heavy civil construction projects within an assigned region. This senior leadership role is responsible for overseeing Construction Superintendents, Foremen, and field operations while ensuring projects are completed safely, efficiently, on schedule, within budget, and in accordance with company quality standards.

The ideal candidate is a proven leader with extensive experience in pump stations, water treatment plants (WTPs), wastewater treatment plants (WWTPs), pipelines, and other municipal/public works infrastructure projects. This position requires someone who thrives in the field, develops high-performing teams, builds strong client relationships, and drives operational excellence across multiple projects.

Key Responsibilities (and other duties as needed):

- Provide leadership and oversight for multiple heavy civil construction projects within an assigned region.
- Conduct regular jobsite visits to monitor project progress, productivity, quality, staffing, and operational performance.
- Lead, mentor, and support Construction Superintendents, Foremen, and field personnel to achieve safe, productive, and successful project execution.
- Promote and enforce a strong safety culture by ensuring compliance with company policies, OSHA regulations, and project-specific safety requirements.
- Partner with Project Managers to ensure projects are delivered safely, on schedule, within budget, and to the highest quality standards.



- Build and maintain strong working relationships with owners, engineers, inspectors, subcontractors, suppliers, and public agencies.
- Monitor project progress and identify project risks, operational challenges, and opportunities for continuous improvement.
- Support workforce planning, employee development, performance management, and succession planning for field leadership.
- Promote accountability through effective communication, coaching, documentation, and problem-solving.
- Ensure compliance with contract requirements, company policies, and regulatory standards.
- Operate a motor vehicle to travel between multiple active construction sites within the same workday, often on short notice.
- Respond promptly to time-sensitive field issues where delays would negatively impact safety, scheduling, or contractual obligations.
- Other duties may be assigned.

What We're Looking For

- 20+ years of progressive experience in heavy civil construction, including leadership of complex public works projects.
- Extensive experience with pump stations, water treatment plants (WTPs), wastewater treatment plants (WWTPs), pipelines, and other municipal/public works infrastructure projects.
- Proven experience leading and mentoring Construction Superintendents, Foremen, and field personnel while successfully overseeing multiple concurrent projects.
- Strong understanding of underground utility construction, excavation, reinforced concrete structures, mechanical systems, and piping installation.
- Demonstrated ability to build high-performing teams while maintaining a strong commitment to safety, quality, productivity, and operational excellence.
- Experience partnering with Project Managers, owners, engineers, inspectors, subcontractors, and public agencies to successfully deliver projects.
- Ability to read and interpret construction plans, specifications, contracts, and project schedules.
- Excellent leadership, communication, conflict resolution, organizational, and decision-making skills.
- Proficiency with Microsoft Office and construction management software.
- Valid driver's license and ability to travel frequently between project sites.

Salary

\$200K - \$225K

Why Join Mountain Cascade?

At Mountain Cascade, you'll join a team that takes pride in delivering some of the most challenging heavy civil infrastructure projects in the industry. We value integrity, collaboration,



accountability, and continuous improvement while providing opportunities to make a lasting impact on the communities we serve. If you're a seasoned leader who enjoys developing people, solving complex challenges, and delivering exceptional results, we'd love to hear from you.

Physical Requirements & Work Environment

This position requires frequent travel to active construction sites and the ability to work in both office and field environments. Candidates must be able to navigate active construction sites, which may include walking on uneven terrain, climbing ladders, and working outdoors in varying weather conditions. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.

Mountain Cascade, Inc. is an Equal Opportunity Employer and is committed to creating a diverse and inclusive workplace for all employees.