



ALABAMA
FLORIDA
GEORGIA
N. CAROLINA
TENNESSEE

White Electrical is a leader in the electrical construction industry in the Southeast. For over 100 years, White Electrical has taken pride in keeping pace with the latest advancements in technology, honoring our values by bringing a dedication to safety and integrity to every job. White Electrical is 100% employee-owned. Our employee owners are our most valuable resource; they are center stage in our growing and dynamic company. Our core values established for the decisions we make are as follows:

Safety: We believe that a safe workplace is our moral obligation. We protect people.

Integrity: We operate with honor in all circumstances. We do the right thing.

Ownership: We are dependable and take personal responsibility. We see things through.

Teamwork: We are dedicated to the success of the team. We value each other.

Project Manager

Reports to: Lead Project Manager / Senior Project Manager / Branch Manager

The Project Manager is a key contributor responsible for overseeing the successful execution of electrical construction projects from inception through closeout. This role is accountable for overall project performance, including cost, schedule, quality, and client satisfaction, while ensuring implementation of White Electrical's safety culture and adherence to all safety procedures in coordination with Safety Managers.

The Project Manager is responsible for planning, and overall performance of assigned projects, including managing scope, cost, schedule, labor and coordination with field teams, subcontractors, and vendors. This role requires maintaining full awareness of job performance, identifying issues early, and taking action in coordination with leadership to keep projects on track. The Project Manager is expected to demonstrate strong leadership and communication, maintain effective relationships with field personnel, clients, and vendors, ensure compliance with contract specifications, labor agreements, and company procedures, and consistently deliver value while advancing White Electrical's legacy of excellence.

General Responsibilities:

- Preserve the integrity of over 115 years of serving the interests of our customers and shareholders and enhancing the professional reputation of the Company.
- Foster a superior customer service attitude across all employees and sites.
- Support and help drive utilization of various Company initiatives and technologies.
- Embrace and encourage usage of company support resources.

A Safe Workplace is our Moral Obligation

- Operate as one unified company to align efforts, share resources, and implement plans/policies that advance company objectives.
- Understand, embrace, and embody the Company culture of training, supporting, and developing employees to reach their highest potential.
- Any other tasks that may be assigned by Branch Leadership.

Specific Roles and Responsibilities:

Project Leadership & Execution

- Manage day-to-day operations of assigned electrical construction projects from planning through closeout.
- Define project scope, develop work plans, and keep projects on track with schedule, budget, and safety requirements.
- Stay actively engaged in assigned projects, maintaining awareness of progress, risks, and field conditions.
- Provide clear direction to Assistant Project Managers and Project Coordinators and hold them accountable for follow-through and results.

Planning, Scheduling & Resource Management

- Develop and update project schedules, support short-term planning, and coordinate manpower and resource needs.
- Coordinate union labor needs, including manpower requests, while working within labor agreements, jurisdictional requirements, and established work rules.
- Conduct regular site walks to stay informed on field progress, manpower, productivity, and project conditions.

Financial Performance & Project Control

- Track project costs, maintain accurate forecasts, monitor field productivity, and stay on top of job performance.
- Review cost projections, track labor and material spend, and identify opportunities to stay on budget.
- Identify cost, labor, and productivity issues early and take action in coordination with leadership to address and keep the project on budget.
- Maintain awareness of project financial status, billing, and cost impacts throughout the project lifecycle.

Coordination & Coordination

- Work closely with engineers, field leaders, clients, subcontractors and vendors to keep communications clear, resolve issues, and keep work progressing.

- Promote communication between field and office teams to support execution and issue resolution.
- Lead project meetings with clients, vendors, subcontractors, and internal teams.
- Maintain effective working relationships with field personnel, clients, and vendors.

Estimating & Preconstruction Support

- Support estimating team during project pursuit phase by providing historical cost data, participating in site walks and assisting with bid proposals.

Documentation & Project Administration

- Maintain organized and up-to-date project documentation, including RFIs, submittals, drawings, daily reports, change orders, and closeout materials.
- Ensure project documentation is accurate, current, and supports execution, contract requirements, and project records.

Change Management & Contract Compliance

- Manage change orders from identification through pricing, approval and execution.
- Ensure compliance with contract specifications, labor agreements, and company procedures.

Issue Identification, Problem Solving & Escalation

- Identify risks, coordination issues, and performance gaps early and take action to address them.
- Escalate significant risks, cost impacts, or performance concerns to the Lead Project Manager, Senior Project Manager or leadership as needed.

Safety

- Follow all jobsite safety requirements and work with the Safety Department to address issues and maintain a safe work environment.

Client Development

- Support efforts to build strong client relationships and contribute to repeat business opportunities.

Qualifications:

- Principles and practices of project management, including planning, scheduling, organizing, and coordinating.
 - Principles and practices of the assigned project area and related fields.
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- Research methods, including data collection and analysis.
- Strong organizational and time-management skills with the ability to prioritize and manage multiple tasks concurrently.
- Working understanding of electrical construction systems, activities, and project flow appropriate to the role level.
- Ability to read, interpret, and apply construction drawings, specifications, and applicable electrical codes.
- Ability to interpret and apply applicable federal, state, and local laws related to the assigned project area.
- Safe working policies, practices, codes, and regulations as applicable to the assigned project area.
- Develop and administer project budgets, analyze expenditures, and maintain awareness of project financial performance.
- Ability to identify issues, evaluate options, and implement practical solutions in a construction environment.
- Clear and professional written and verbal communication skills suitable for coordination with field personnel, management, clients, and trade partners.
- Ability to collaborate effectively with field supervision and earn professional credibility through consistency and follow-through.
- Ability to lead project teams, direct work, and hold team members accountable for assigned responsibilities.
- Ability to identify risks, recognize performance issues, and take action to address them.
- Provide excellent and courteous customer service and establish and maintain effective working relationships.
- Ability to maintain professionalism, sound judgment, and composure while working under schedule, cost, and operational pressure.
- Proficiency with standard office software, including Microsoft Excel, Word, document control systems, and project management and scheduling tools.
- Contract negotiation tactics and strategies.

Personal Attributes:

- Leads by example and models behaviors that are consistent with the company's values.
 - Self-starting team player able to work effectively with field supervision and build credibility through consistency and follow-through.
 - Dependability with a strong sense of urgency and results-orientation.
 - Takes ownership of assigned projects and follows through to completion.
 - Ability to maintain professionalism under schedule and cost pressure.
 - Strong written and verbal communication skills, with the ability to effectively coordinate with field personnel, management, clients, vendors and subcontractors.
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- Strong problem-solving abilities, and ability to comprehend, analyze and interpret contracts and other project related documents.
- Ability to recognize issues early and take appropriate action.
- Ability to exercise sound judgement and make decisions based on accurate and timely analyses.

Authority Limits and Decision Rights:

Authorized for routine expenditures within budget; escalation required for major changes.

