



Position Title: Manager, Preconstruction

WHO WE ARE:

Lauth is a vertically integrated real estate solutions and investment company rooted in our core values. By having construction, facility services, property management, and development all in house it allows us to deliver end-to-end solutions that reduce risk, increase efficiency and create long term value for our partners and communities. Our portfolio includes industrial, advanced manufacturing & logistics, office, multifamily, health & wellness facilities. Our teams live out our core values daily: get stuff done, always evolving to meet the needs of tomorrow's-built environment, simply smart, together, and have fun winning.

SUMMARY:

The Manager of Preconstruction is responsible for leading and managing all preconstruction activities from concept through project turnover. This role ensures alignment between development, design, and construction teams to deliver accurate budgets, schedules, and proposals that meet client expectations and company objectives. The Manager of Preconstruction serves as a trusted advisor to clients, building strong relationships with owners, architects, engineers, and subcontractors, while driving innovation, operational excellence, and alignment with Lauth's mission and core values.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Vision & Alignment

- Collaborate with the Director of Preconstruction and Executive Leadership to ensure all projects align with company goals, financial targets, and strategic priorities.
- Interface with clients early in the concept stage to understand project objectives, constraints, and success factors.
- Develop and communicate clear scopes of work, budget strategies, and pursuit plans for each project.
- Support business development by contributing to go/no-go decisions, RFP strategy sessions, and pursuit meetings.
- Partner with development, design, and operations teams to create alignment between design intent, constructability, and cost parameters.
- Maintain awareness of market conditions and economic trends to inform cost forecasting and strategic positioning.
- Ensure all preconstruction activities reflect Lauth's values of integrity, innovation, and long-term partnership.

Process & Accountability

- Lead the preparation of conceptual budgets, schematic estimates, and detailed cost models using historical and current market data.
- Oversee subcontractor bid package creation, solicitation, and evaluation, ensuring competitive and comprehensive coverage.
- Review and verify proposal documents for compliance with RFP requirements, budgets, and company standards.
- Ensure proper constructability reviews, value engineering, and alternative design approaches are implemented.
- Coordinate with design consultants, contractors, and internal teams to maintain project schedules, milestones, and deliverables.
- Prepare detailed bid tabulations, variance analyses, and recommendations for award.
- Manage and maintain the company's historical cost database, ensuring accuracy and accessibility for future estimates.
- Support continuous improvement of preconstruction tools, templates, and estimating methodologies to enhance efficiency and accuracy.

Leadership & Collaboration

- Provide strong leadership, mentoring, and guidance to the preconstruction team, including estimators, project engineers, and interns.



- Collaborate closely with Project Managers and Construction Operations during the handoff to ensure seamless transition and project continuity.
- Serve as the primary point of contact for clients during the pursuit, design, and preconstruction phases, fostering trust and long-term partnerships.
- Build and maintain strong relationships with subcontractors and consultants to ensure competitive pricing and reliable performance.
- Represent the company professionally at industry events, client meetings, and networking functions.
- Promote and uphold Lauth's corporate values and culture of accountability, transparency, and collaboration.

Innovation & Value Creation

- Identify opportunities to apply emerging technologies, data analytics, and AI-assisted estimating tools to improve efficiency and accuracy.
- Continuously evaluate and implement new construction methods, materials, and design approaches that drive value for clients.
- Develop creative solutions that enhance project feasibility, speed to market, and overall lifecycle performance.
- Support the integration of digital project management platforms (e.g., Procore, SharePoint, BIM) and ensure data is effectively leveraged for preconstruction decisions.
- Contribute to the development of standard specifications, design guidelines, and process improvements that strengthen Lauth's competitive advantage.
- Champion the use of AI and advanced modeling tools as a resource—while ensuring they never replace core professional acumen, critical thinking, and judgment.

SUCCESS METRICS:

- At least 95% of projects meet initial pro forma budgets and schedule alignment targets.
- Achieve an average client satisfaction rating of 4.5/5 or higher on post-project feedback.
- Maintain preconstruction estimates within $\pm 3-5\%$ of final GMP or awarded construction costs.
- Update and maintain historical cost data within 10 business days of project closeout.
- Earn positive feedback (average score of 4/5 or greater) from internal Operations and Development teams for collaboration and handoff quality.
- Conduct quarterly reviews of preconstruction processes and templates to ensure continuous improvement and best practice alignment.

QUALIFICATIONS:

- Bachelor's degree in construction management, Engineering, Architecture, or related field required.
- 5+ years of relevant experience in preconstruction, estimating, or design-build project delivery (commercial, industrial, or mixed-use preferred).
- 3 years minimum in supervisory experience preferred
- Proven ability to manage multiple projects simultaneously and lead diverse teams.
- Strong understanding of construction means and methods, market pricing, and risk management.
- Excellent communication, negotiation, and client relationship skills.
- Proficiency in estimating software Sage Estimating, Bluebeam Revu, On Screen Take-Off, Building Connected, Procore project management Software, Microsoft Project; familiarity with AutoCad, BIM, Sketchup a plus
- Familiarity with EOS (Entrepreneurial Operating System) with the ability to operate with clarity, accountability and alignment
- High degree of professionalism/ability to interact with diverse groups to achieve results
- Commitment to continuous improvement, innovation, and upholding Lauth's standards of excellence.