CONSTRUCTION MANAGER

Job Type: Full-time

Experience Level: Senior / Construction Manager

Location: Honolulu, HI

Company Overview

Founded in 2016, Orion Engineers & Associates is a professional engineering firm focused on airport civil engineering in Hawai'i, the U.S., and the Pacific. Orion provides planning, design, and construction management services for airport infrastructure projects, including airfield pavements, grading, drainage, roads, utilities, and related civil site improvements.

Orion's core values are centered around our employees. We recognize that our employees are essential to the success of our company, and our ability to deliver exceptional service to our clients depends on the skill, professionalism, and collaboration of our team. We encourage motivated individuals who enjoy working in a team environment and contributing to meaningful airport infrastructure projects to consider joining Orion.

Position Summary

Orion is seeking a **Construction Manager** to manage construction-phase project delivery, contractor coordination, field administration, operational communication, and project controls for airport infrastructure projects.

The Construction Manager will work closely with contractors, inspectors, construction engineers, project managers, clients, airport operations personnel, and project stakeholders to support safe, compliant, and efficient construction delivery. Typical project work may include airfield pavements, grading, drainage, utilities, roadway improvements, and other airport-related civil infrastructure construction activities.

This role is well suited for an experienced construction professional who can manage contractor coordination, support project controls, lead field communication, address risks and issues, and contribute to successful project delivery in active airport environments.

Key Responsibilities

The Construction Manager will manage and support a variety of construction-phase delivery and coordination activities, including:

- Managing construction-phase projects or major project components, including scope, schedule, budget, quality, and safety considerations.
- Overseeing contractor performance and supporting compliance with contract requirements, project procedures, and safety expectations.
- Administering construction documentation, including RFIs, submittals, change documentation, payment applications, meeting records, and correspondence.
- Coordinating between owners, contractors, design teams, inspectors, construction engineers, project managers, and stakeholders.

- Monitoring project progress, schedule performance, budget status, risks, issues, delays, and field coordination needs.
- Preparing and presenting project reports, including schedule, cost, progress, risk, and issue updates.
- Supporting resolution of construction issues, scope changes, field conflicts, operational impacts, and contractor coordination challenges.
- Supporting compliance with regulatory requirements, safety standards, project specifications, and airport operating requirements.
- Leading coordination meetings, maintaining clear communication among parties, and documenting decisions and action items.
- Supporting client relationship management, pursuit support, and business development efforts, as appropriate.

Decision-Making and Supervision

This position works under the direction of project leadership while exercising independent judgment related to construction coordination, scheduling, contractor management, project controls, and field operations management. The Construction Manager is expected to identify project risks, recommend corrective actions, coordinate with stakeholders, and support timely resolution of construction-phase issues.

The role requires the ability to balance contract compliance, safety awareness, project budget, schedule performance, field conditions, operational impacts, contractor coordination, client expectations, and project delivery objectives.

Qualifications

- Bachelor's degree in civil engineering, construction management, or a related field required.
- 8–12 years of construction management, field engineering, construction administration, or related experience.
- Experience managing construction-phase coordination, contractor activities, and field operations required.
- Experience administering RFIs, submittals, change documentation, payment applications, construction correspondence, and meeting records.
- Strong understanding of construction plans, specifications, contracts, project controls, scheduling, and field documentation.
- Strong organization, communication, leadership, and construction problem-solving skills.
- Ability to coordinate effectively with contractors, inspectors, engineers, construction managers, project managers, and client representatives.

- Proficiency with Microsoft Office applications, scheduling tools, and construction documentation systems.
- Valid driver's license.
- Ability to pass required background checks or security screening for work at commercial airports, when applicable.
- OSHA 30 safety training required; CCM, PMP, PE, or airfield construction experience preferred.

Skills, Knowledge, and Abilities

- Strong construction management and field coordination skills.
- Ability to manage contractor coordination, construction-phase documentation, project controls, and field operations.
- Effective communication, leadership, negotiation, organization, and construction problem-solving abilities.
- Understanding of construction scheduling, contract administration, change management, risk management, and operational coordination.
- Ability to support successful project delivery within active operational and construction environments.
- Ability to coordinate multidisciplinary teams and maintain clear communication across project stakeholders.
- A collaborative mindset and commitment to supporting project, client, and team success.

Physical Demands and Working Conditions

This position will include both office and field work. Field work may require walking active project sites, working around construction equipment, standing for extended periods, reviewing field conditions, wearing required personal protective equipment, and complying with airport, construction, and safety requirements.

Some travel may be required for project assignments, business meetings, client meetings, or visits to Orion project sites and office locations. Airport-related work may require participation in security badging, background checks, safety briefings, escort procedures, or other access requirements.

Compensation and Benefits

Orion offers a competitive compensation and benefits package, which may include:

- 401(k) plus company matching
- Medical insurance
- Dental insurance
- Vision insurance

- Life insurance
- Paid time off
- Professional development assistance
- Overtime pay, as applicable

Yearly bonus eligibility

Application Process

Interested applicants should submit a resume and, if available, a cover letter highlighting construction management experience, contractor coordination experience, project controls experience, field leadership experience, safety training, certifications, and interest in airport infrastructure construction.

Selected applicants may be contacted for an initial phone or virtual interview. Shortlisted applicants may be invited to interview with the hiring manager or project leadership team. References may be requested as part of the final selection process.

Equal Employment Opportunity

Orion is an Equal Opportunity Employer. Employment opportunities are based on qualifications, capabilities, and the ability to perform the essential functions of the position. Employment opportunities are provided without regard to race, religion, sex, pregnancy, childbirth or related medical conditions, national origin, age, veteran status, disability, genetic information, or any other characteristic protected by applicable law.