CORNERSTONE
GENERAL CONTRACTORS

DEVELOP | DESIGN | BUILD

NOW HIRING

CORNERSTONE ▶ BOREAL EQUIPMENT ▶ TURNKEY PROPERTY SOLUTIONS

DIRECTOR OF OPERATIONAL EXCELLENCE

Build the systems behind our success.

LOCATION	REPORTS TO	COMPENSATION
Anchorage, Alaska preferred	President	$130,000 – $150,000 DOE · incentive eligible

More than a leadership role. An opportunity to build the standard for how three companies work.

Title & level based on the selected candidate's experience and capabilities. **Hybrid considered for the right candidate.** First 90 days in Anchorage, then at least one full week per month on-site, plus travel to remote jobsites as needed.

At Cornerstone, we don't just manage construction projects — we build partnerships, develop leaders, and create lasting value throughout Alaska. Since 1993 we've built our reputation as a **100% Alaskan-owned commercial general contractor** by delivering challenging projects, developing strong teams, and building lasting relationships. With approximately $130 million in annual revenue and offices in Anchorage, Fairbanks, and Juneau, we operate alongside Boreal Equipment and Turnkey Property Solutions as three companies with one way of working.

WHY THIS ROLE MATTERS

We're not building binders. These processes are what the company — and increasingly our AI tools — run on. You own one thing: a documented, current, used standard for how all three companies work. This is not a QC/QA role — field QC stays with project teams.

- ✓ Process adoption
- ✓ No GP Fade
- ✓ No Schedule Slippage
- ✓ No Unpaid Scope
- ✓ Scorecard results

WHAT YOU'LL DO

01 Capture The Standard

Sit with the people who know the work, in the office and on remote jobsites, and turn it into documented processes with a named owner.

02 Own the Process System

One system of record, document control, review cadence, and sign-off, with governance informed by ISO 9001 document-control principles.

03 Make It Get Used

Roll out with department leaders, build the training, and verify in the field. You're measured by what gets used, not what gets written.

04 Run the Improvement Engine

Lean, Six Sigma, and root-cause work on No GP Fade, No Schedule Slippage, and No Unpaid Scope — cut waste and variation and make the fix stick.

WHAT DONE LOOKS LIKE IN YEAR ONE

Key processes are written, owned, and current; the three proprietary processes run weekly off the standard; and you own this seat's scorecard number.

HOW WE RUN

A weekly scorecard meeting where every number has one owner, quarterly priorities, and a written accountability chart. New to that? You'll learn it in your first quarter.

WHAT YOU BRING

- Building standardized systems where processes were informal or expert-dependent
- **Working knowledge of AI in practice** — where it helps and where it makes things up
- **5+ years** leading cross-functional improvement or transformation
- ISO 9001 principles for document control and process governance
- Technical writing, facilitation, training, and change management
- Bachelor's in a related field or equivalent; process and data tools
- **You've built this in a growing company**, not just maintained it in a large one
- **8+ years** in process management, quality systems, or operational excellence
- **ASQ Six Sigma Black Belt (CSSBB)** with practical Lean application
- Capturing institutional knowledge into usable SOPs with measurable results
- **Earning the trust of a superintendent** who's done it his way for twenty years

WHAT WILL HELP YOU STAND OUT · CONSTRUCTION EXPERIENCE NOT REQUIRED

- Oil and gas, mining, industrial, logistics, manufacturing, or construction
- Process systems across multiple businesses or dispersed operations
- Military operations, maintenance, QA, or supply-chain improvement
- ISO 9001 governance or ASQ CMQ/OE certification

WHAT YOU GET

COMPENSATION

$130K – $150K

DOE, plus incentive opportunities based on your role and your impact on company financial performance.

YOUR FUTURE

401(k) profit sharing

A minimum of 3% of your salary is invested in your 401(k) through our profit sharing program — more depending on company performance.

HEALTH & WELLNESS

Cornerstone pays 100% of medical, dental, and vision premiums for employees and their families. Real value, not coverage on paper.

TIME & FLEXIBILITY

Generous PTO, paid holidays plus a company-wide break from Christmas through New Year's, and paid volunteer time.

BEYOND THE MARKET

Wellness stipend, referral bonuses plus additional PTO, merit-based advancement, life-event support, and PTO donation.

Our philosophy is simple: people who create measurable improvements should share in the success they help create.

WHY CORNERSTONE

- Direct access to Executive Leadership
- A growing, improvement-driven Alaska company
- Build processes, not just maintain them
- A company that invests in your whole life

BUILD THE SYSTEMS BEHIND OUR SUCCESS.

Send a resume and a short note about an enterprise system you built and one way you've used AI to do it to jcarson@cornerstoneak.com. Cornerstone General Contractors is an equal opportunity employer.

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