CORNERSTONE
GENERAL CONTRACTORS

DEVELOP | DESIGN | BUILD

NOW HIRING

SOUTHEAST ALASKA ▶ REGIONAL LEADERSHIP

OPERATIONS MANAGER — SOUTHEAST

Lead a region. Build relationships. Shape the future.

LOCATION	TYPE	COMPENSATION
Southeast Alaska / Juneau	Full-time, salaried	$140,000 – $175,000+ DOE · incentive eligible

More than a job. An opportunity to build a region.

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. As we grow throughout Southeast Alaska, we're seeking an Operations Manager accountable for the long-term performance, growth, and reputation of the entire region — not a single project. Working alongside Cornerstone leadership, you'll shape one of the company's most important growth markets.

- ✓ Lead through influence and accountability
- ✓ Client relationships that generate repeat business
- ✓ Operational and financial fluency
- ✓ Lead multiple teams simultaneously
- ✓ Develop future leaders and culture

WHAT YOU'LL DO

01 Lead the region
Bring consistency, accountability, and direction to Southeast Alaska operations, aligning people and resources across multiple concurrent projects.

02 Deliver portfolio performance
Own schedule, financial, staffing, quality, and client-satisfaction performance across the whole portfolio — spotting risk early, not late.

03 Build lasting client relationships
Be Cornerstone's senior operational presence with owners, architects, engineers, public agencies, and Tribal organizations across the region.

04 Grow the business
Support pursuit strategy, client interviews, and proposal development, and help identify new opportunities throughout Southeast Alaska.

05 Develop high-performing leaders
Mentor Project Managers, Superintendents, and emerging leaders while recruiting and retaining exceptional talent.

06 Strengthen the organization
Contribute to strategic planning, improve operational processes, and build systems that support sustainable growth beyond the region.

WHAT YOU BRING

The most successful leaders in this role know construction is about more than schedules and budgets. They build trust, develop people, solve problems early, and create an environment where teams consistently succeed.

- **8+ years** commercial construction experience
- **3+ years** in an operational or construction leadership role
- Alaska experience; Southeast relationships preferred
- Mentoring Project Managers and Superintendents
- **5+ years** managing complex commercial projects
- Financial management, forecasting, and contract administration
- Design-build and negotiated project experience
- Bachelor's in Construction Management, Engineering, or Business preferred

LEADERSHIP IS NOT BUILT BY CHECKING EVERY BOX

If you have led people, built trusted relationships, and consistently delivered results — even if your career path looks different than what's listed — we encourage you to apply.

WHAT YOU GET

COMPENSATION

$140K – $175K+

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: leaders who create value should share in the success they help create.

WHY CORNERSTONE

- Fair, performance-based pay aligned with your contributions
- Meaningful work that keeps projects and operations moving forward
- A strong, team-first environment where people support each other
- A company that invests in your whole life, not just your role

BUILD MORE THAN PROJECTS. BUILD ALASKA.

Send a resume and a short note about the teams you've led to jcarson@cornerstoneak.com. Cornerstone General Contractors is an equal opportunity employer.

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