



**Director of Construction
Facilities Planning & Management
The University of Texas at Austin
2021 - 2022**

The University of Texas at Austin (UT Austin) welcomes nominations and applications for the position of the Director of Construction. The University is seeking a visionary leader who is adept at complex decision-making and has a record of being collaborative and strategic with outstanding abilities in communication, fiscal planning, construction services, and project management for capital projects. The Director should be well versed in and deeply committed to promoting the values of equity, inclusion, and diversity in all aspects of their work for the university.

Facilities Planning & Management (FPM) is an organization with over 1,000 staff, employed in the departments of [Capital Projects and Construction](#); [Project Management and Construction Services](#); [Facilities Services](#); [Campus Real Estate Office](#); [Sustainability](#), and the Office of the Associate Vice President. The mission of FPM is “providing excellence in facilities and services” and the organization is committed to promoting respect and civility in the workplace, and to creating an engaged, inclusive, and diverse workforce.

The Director role is a position that will oversee all campus construction efforts and lead the integration of all associated activities. The Director will be responsible for leading the delivery of all construction for improving landscapes, transportation networks, new buildings, as well as additions, renovations, and modifications to existing buildings, utilities, and hardscapes, in support of the mission of the University of Texas at Austin. This Unit of FPM will integrate all construction services for the University with a workforce of project managers, construction inspectors, in-house trades professionals, and support staff who complete projects of all scales and budgets.

Working under the general supervision of and reporting to the Associate Vice President (AVP) of Facilities Planning & Management, the Director will provide vision, direction, technical expertise, and assistance to building programs and is responsible for compliance with and improvement of appropriate campus standards for facility design, construction, and related services consistent with the needs of UT Austin and the Campus Master Plan. This position supervises, integrates, and coordinates the completion of work, project management services, cost estimating, staff performance, contractor performance, and technical assistance required to develop and execute an annual capital construction budget. Currently, the University of Texas at Austin has major capital projects in excess of \$2 billion in design and construction.

The Director will work closely with University leadership, colleges, campus business units, and others to support an integrated approach to design, construction, and development that ensures excellence and contextual consistency within specific functional areas and across the institution. This position must promote proactive coordination and collaboration between departments responsible for planning, real estate management, sustainment, utilities, maintenance, and operations.

PRINCIPAL DUTIES:

Leadership, Management, and Administration

- Lead and direct the newly integrated organization of the offices of construction management services, project management, and general construction; providing supervision, engagement, and operational support, while creating a positive and inclusive workplace that is highly proficient in the delivery of world class facilities solutions.
- Provide executive leadership and management for a program of multiple complex capital projects by providing program and project staffing, resource coordination, communication, conflict resolution, and oversight/quality monitoring.
- Work with the AVP, FPM Leadership Team and staff to lead strategic planning and development of strategic initiatives consistent with direction provided by the AVP and Senior Vice President/CFO. Coordinate the development of implementation plans to advance strategic initiatives. Monitor progress, evaluate, adjust, and adapt as necessary as conditions change.
- Work with senior University officials, including Vice Presidents, Executives, Associate Vice Presidents, Deans, and other Directors across the campus community to ensure that all campus construction and renovation needs are met. Develop long term goals and strategies that allocate financial resources and plan for service delivery systems and staffing to meet these needs. Promote open, frequent communication and engagement within the organization and with the campus community.
- Monitor and manage the relationship between assigned construction staff, project architects and engineers, consultants, contractors, UT Austin administration, faculty, students, and staff as well as UT System staff when needed. Creatively resolve conflicts between project stakeholders to ensure project goals are met.
- Serve as liaison, public spokesperson, and interface with staff in other UT Austin units, architects, contractors, industry and community associations, utility cooperatives, and general public to promote Historically Under-utilized Business participation, knowledge of UT Austin and Financial and Administrative Services mission and goals, and in support of campus initiatives.
- Develop project charters, assist with formation of teams, facilitate or lead teams as required to advance FPM priorities.
- Research and analyze issues, develop options, and recommend courses of action to AVP and leadership team to make decisions related to the coordination of services, process improvements, policies and procedures, space needs, staffing issues, etc., to ensure the ability to carry out assigned responsibilities.
- Monitor and evaluate the performance of assigned Project Managers of various specialties and experience levels, Construction Managers and Inspectors, Program Analysts, and Administrative staff. Confirm monitoring and performance evaluation of assigned Project Managers, Resident Construction Managers, Senior Construction Inspectors, Construction Inspectors, Administrative staff, and professional service contractors. Provide training and resources on new policies and procedures as required.
- Participate in regular meetings with the AVP and FPM directors to remain informed of current topics, offer insight into current projects/initiatives and assist with decision making. Serve as an administrative officer of the University.

Program Management and Construction Delivery

- Lead, monitor, and manage all capital and construction project budgets and schedules to assure compliance with approved budget and project goals. Approve, monitor, and develop detailed budget formats to track expenditures in collaboration with other Financial and Administrative Services units. Review and approve project expenditures for consultant services, service contracts, construction pay applications, and Owner provided technical services within authority limits.
- Monitor project progress and establish metrics to ensure that UT Austin standards are met, program requirements are fulfilled, and expenditures are commensurate with program needs.
- Oversee the collection and synthesis of data and the development and compilation of plans and reports for the portfolio. Consult with other FPM directors to ensure efforts are coordinated and standardized across the organization.
- Ensure scope, schedule, and budget are properly balanced for critical projects in support of essential University planning activities.
- Maintain, update, and provide support for regular reporting updates to stakeholders and other governing bodies as required.
- Collaborate and provide leadership in the implementation and enhancement of University design and construction standards utilizing project experience and benchmarking as well as collaboration with appropriate project, operations, and maintenance stakeholders.
- Coordinate feasibility studies and constructability reviews, participate in the selection of professional services consultants, and support development of project budgets. Oversee engagement of outside consultants when needed and participate on selection committees for Professional Service Providers for critical projects.
- Maintain fluency in Codes and Regulations applicable to design and construction, and serve as a leader in enforcing all life, health, and safety requirements while understanding any special requirements of the building type (e.g., healthcare, research labs, special campus project types, etc.) or the local jurisdictions.
- Collaborate with Program and Project Managers to initiate and develop process improvements for enhancing project delivery.
- Be responsible for signing construction documents and change orders, managing departmental control systems, and adhering to departmental and University internal controls.
- Represent and update project status to donors, Board of Regents, and various constituent groups.
- Evaluate overall financial feasibility of projects via pro forma development and operational costs, financing, cash flow, and rates of return analysis.

Stewardship of University Mission and Resources

- Ensure compliance with Board of Regents Rules and Regulations, State statutes, Federal regulations, and laws on all projects under management by the Construction unit. Ensure that operations are efficient and cost effective, that assets are safeguarded, and that financial information is reliable. Provide primary liaison with UT Austin executive management for project activities, from program development through scoping, budget, and schedule definition; execution; and reporting.
- Represent the University's diverse interests to internal and external constituencies, including deans and directors, faculty, architects, engineers, construction contractors, municipal and regulatory agencies, while seeking the most appropriate solutions to physical environment problems.

- Demonstrate stewardship of architectural, environmental, archeological, and land resources in support of the institution's academic and strategic objectives. Enhance the value that campus construction provides to the character and viability of heritage buildings and historic cultural landscapes.
- Maintain and improve environmental quality through the development and use of sustainable construction practices for both new buildings and existing building renovation projects.
- Work cross-functionally with other campus directors to coordinate planning efforts for development of the University's utility infrastructure, transportation, and landscape.

Communication

- Cooperate in the development of project guidelines and facility standards that define design features and level of quality required for all UT Austin construction to meet program requirements, maintain quality, and utilize cost-effective materials and methods.
- Through formal and informal communication, inform FPM employees of strategic initiatives, organizational priorities, and current issues. Promote collaboration and engagement of staff within the organization.
- Be responsible for drafting executive and routine memoranda, correspondence, technical reports, and annual plans, as well as compiling material and preparing presentations for the AVP, as appropriate.
- Assist with communications to customers, including response to customer needs and soliciting customer feedback to improve services.
- Assist with the development of FPM policies and procedures consistent with University direction. Lead the communication and implementation of policy and procedural changes within FPM.
- Develop and implement project planning, development, and delivery policies that provide a coordinated, effective, and customer-focused construction process.
- Oversee the development and maintenance of materials designed to promote FPM services and communicate with customers and staff.

Committee Assignments and Professional Organization Involvement

- Participate on campus committees as appropriate, representing the interests of FPM as well as broad interests of the University. Serve as a liaison between the FPM Leadership team and campus committees.
- Represent UT Austin and FPM at outside professional organization meetings (SCUP, AIA, AUA, APPA, TCUF, etc.)

REQUIRED EXPERIENCE, SKILLS AND PERSONAL ATTRIBUTES

- Bachelor's degree from an accredited college or university. Engineering, Architecture, or Construction Management preferred.
- Eight to ten years of demonstrated progressive facilities design and construction experience in the management of programs and allocation of resources in a complex organization.
- Strong demonstrated capabilities in planning, budgeting, and management in a large complex institution or organization.
- Skills in leadership, supervision, and management, including the ability to coach, mentor, engage, and support staff in creating a positive and inclusive workplace.

- Exceptional oral and written communication skills, active listening, conflict resolution, and the ability to deal with difficult and sensitive situations in a positive manner. Ability to adapt to a variety of styles to meet the needs of a diverse audience.
- Ability to establish and maintain effective work relationships while including the ability to negotiate and solve problems with multiple constituencies.
- Ability to make timely decisions using sound judgment and including others in decision-making processes as appropriate.
- Demonstrated achievement in growing and retaining an inclusive and diverse workforce, providing guidance that promotes civility in the workplace and coaching others to work collaboratively and effectively to support organizational goals and the University's mission.
- Ability to maintain focus, retain a sense of humor, remain optimistic and persistent even under stressful conditions.
- Ability to respond to daily challenges while staying focused on long-term goals.

PREFERRED EXPERIENCE

- Master's degree from an accredited college or university. Engineering, Architecture, or Construction Management preferred.
- Professional registrations, licenses, or certificates in supporting competencies.
- More than ten years of demonstrated progressive experience in the management of programs and allocation of resources of similar or larger scope and nature in a complex organization.

For best consideration, please send all nominations and applications to:



Susan VanGilder, Managing Director
 Kenna Boyd, Managing Associate
 Storbeck Search
UTAustinConstruction@storbecksearch.com

The University of Texas at Austin is committed to providing an inclusive educational environment in which all students, faculty, and staff can learn, research, create, work and thrive free from all forms of harassment, discrimination, and misconduct. As an equal opportunity/affirmative action employer, UT Austin complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, or veteran status in employment, educational programs and activities, and admissions.