



JOB TITLE: Water/Wastewater Project Manager
FLSA: EXEMPT
REVISION DATE: January 2026
DIVISION: Water/Wastewater
REPORTS TO: Water/Wastewater Manager
COMPENSATION: See Job Progression (We do not pay below any local minimum wage)
DEADLINE: September 30th, 2026

CGRS was founded in 1987 in Fort Collins, Colorado. CGRS personnel have experience in over forty states, and we are currently working on a multitude of projects for private companies and governmental agencies. CGRS is a team-oriented company with a culture best summarized by our mission statement: “We deliver quality solutions with integrity and expertise every time.”

At CGRS, we are committed to serving the ever-changing needs of our customers. We believe that our greatest asset is our employees, and we enable our employees to provide our clients with a valuable customer experience. CGRS offers health, dental and vision insurance, competitive wages, 401(k), paid vacation, sick time, and strongly believes in work/life balance.

POSITION SUMMARY:

Responsible for the overall project delivery. The PM coordinates all activities to successfully complete the project on schedule and within budget. This includes maintaining the highest quality of services while administering good construction safety practices. The position requires planning, scheduling, resource allocation, project accounting, cost control, technical solutions, document control, contracting and contract control, permitting, delegation and accountability, and may require direct employee supervision.

PRINCIPAL ACCOUNTABILITIES:

- Project planning, budgeting, and resource allocation.
- Maintain positive relationships and communicate effectively with clients, contractors, co-workers, supervisors, vendors, and partners.
- Take expedient action to resolve conflicts and address project contradictions/problems.
- Develop and maintain contract schedules.
- Timely project buyout for materials, subcontractors, equipment, and consultants.
- Monitor/manage project budgets, cost projections, invoicing, cost coding, pay applications, change orders, and project estimates.
- Procure project permits and manage compliance with permitting requirements.
- Oversee and ensure quality control and compliance with project plans and specifications.
- Manage project documentation including RFI's, submittals, and drawings.
- Manage project closeout including punch lists, billing, retainage, as-builts, commissioning, O&M manuals, and warranty.
- Promotes job site safety, encourages safe work practices and rectifies job site hazards immediately.



- Lead or assist the Project Superintendent/Foreman as needed in scheduling subcontractors, equipment, and materials procurement/delivery.
- Daily communication with the Project Superintendent/Foreman.
- Review and adjust specific work activities and task scheduled to meet production schedules.
- Set project expectations, assign responsibilities, and track accountability.
- Participate in safety/incident investigations and reviews as appropriate.
- Estimating and bidding as appropriate.
- Understand and demonstrate policies of the Health & Safety Program, Employee Handbook, and CORE Values.
- Facilitate project meetings (Client, Design Team, Subcontractors, etc)
- Assist with commissioning of completed water and wastewater systems.

JOB REQUIREMENTS:

Any combination of education and experience that would provide the required skill and knowledge for successful performance would be qualifying. Typical qualifications would be equivalent to:

EDUCATION: 4-yr college degree in construction management or engineering preferred. Willingness to participate in on-going continuing education.

EXPERIENCE: Four or more years of project management experience in a related position and industry. Experience managing multiple projects. Experienced in scheduling, ordering, field supervision, quality control, and production of all phases of construction.

SKILLS: Experience with storm water and drainage is preferred; dewatering, surface restoration, and culvert installation. Understanding of laying, fitting, and testing piping (PVC, DIP, CMP, HDPE, RCP, process, etc), fittings, valves, hydrants, thrust blocks, manholes, meters, etc. Strong interpersonal and communication skills (written and oral). Ability to work with diverse personalities. Patience, flexibility, problem solving, and conflict resolution. Organized and detail oriented. Self-management skills, ability to work independently, goal oriented.

PREFERRED CERTIFICATIONS:

- 10 Hour OSHA
- First Aid & CPR
- PMP, LEED or similar certifications
- Contractor's License
- Valid Colorado Driver's License and CDL

JOB PROGRESSION:

Project Manager I: An entry to intermediate project manager with the ability to manage basic to intermediate level projects. Includes continued development and training in basic proposals, complex projects,



budget tracking/ invoicing, State/ Federal regulations, and technical skills associated with the respective discipline.

Compensation: \$65,556.59 - \$72,475.25

Project Manager II: An established project manager demonstrating ability to manage multiple complex projects and/ or clients, prepare intermediate to complex proposals, independently execute detailed budget tracking/ invoicing, and demonstrate a high level of relevant technical proficiency. Demonstrates thorough knowledge of all applicable State and Federal regulations and the ability to train others on reporting, regulations and other applicable tasks.
Compensation: \$80,622.35 – \$88,000.00

Project Manager III: A highly experienced project manager demonstrating ability to manage multiple complex projects and/ or clients, prepare intermediate to complex proposals, independently execute detailed budget tracking/invoicing, and demonstrate a high level of relevant technical proficiency. Demonstrates thorough knowledge of all applicable State and Federal Regulations and the ability to train others on reporting, regulations and other applicable tasks. Project managers at this level are specialists and lead proposal and technical work in fields where they have demonstrated proficiency. May supervise other employees.
Compensation: \$92,000.00 - \$100,866.37

Project Manager IV: A senior-level project manager and recognized subject matter expert responsible for the strategic oversight of highly complex, high-risk, and/or high-value projects and key client relationships. Demonstrates advanced leadership in project delivery, proposal strategy, and business development within areas of demonstrated technical expertise. May supervise other employees.
Compensation: \$101,846.20 - \$130,000.00

SUPERVISORY RESPONSIBILITIES: Supervise assistant managers and project coordinators. Assist in performance evaluations, assist in hiring process, conduct disciplinary actions when appropriate and facilitate meetings.

EQUIPMENT USED: Must be able to operate computers demonstrating proficiency in MS Windows, MS Outlook, Word, and Excel, PowerPoint & Adobe at a basic level. Must be proficient in using office machines including fax machine, copier, scanner, and telephone.

TYPICAL PHYSICAL DEMANDS: Must have a valid Colorado Driver's license and good driving record. Position requires regular vision and normal range of hearing. Employee must be



able to lift 60 lbs. Able to climb, bend, stoop, kneel and stand for various periods. Must have manual dexterity sufficient to operate a computer keyboard.

TYPICAL MENTAL DEMANDS: Must be able to speak professionally and in a polite manner. Requires ability to adapt to change quickly with ever changing requests.

WORKING CONDITIONS: Must be willing to carry out company goals and policies. Requires good MVR, background check, physical and drug test. Able to work without direct supervision & travel occasionally. Position involves sitting 75% of the time.

We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law..