



## Central Plumbing, Heating, Excavation (Central) announces search for new CEO

Central is a well-established and respected commercial construction company. For 76 years, we have built a reputation of delivering excellence on time. Established in 1946 Central began as a family-owned plumbing and heating company in Great Falls, MT. Four generations later Central added civil construction and a second location in Belgrade (Bozeman), MT. As of January 2023, Central has proudly become 100% employee owned. We are seeking someone who has functioned as a President or Division Manager, but we are willing to consider an up-and-comer who is ready to take his or her career to the next level.

If you have not found your people yet— that close-knit community— we guarantee, you will find it in Great Falls. An idyllic place to plant roots and raise a family, Great Falls has an excellent public school system (the second largest school district in Montana). If you are a sports fan, you are in luck. Many statewide tournaments from basketball to golf conveniently take place right here in Great Falls, and we even have adult rec leagues to let your inner athlete shine. The beautiful Missouri and Sun Rivers run right through the middle of town and the mountains are within a 30-minute drive. Our community is blue-collar and very prideful of our Military base here in Great Falls.

Central's success, and longevity comes from their intense focus on their core values of their people, their commitment to ethics, safety, customer satisfaction, and quality. Qualified, interested candidates should send their resume directly to Doug McCright at [CEO@centralph.com](mailto:CEO@centralph.com) for consideration.

### Job Description

The Chief Executive Officer, under the direction of the Board of Directors, will provide overall leadership and direction to ensure Central achieves its vision, mission, goals, and objectives. The CEO will have overall responsibility for the operation of the organization. Working with your staff, you will set goals and arrange programs to attain these goals. The CEO will have P&L responsibility, oversee budgets, ensure that resources are used properly and that programs are carried out as planned. The CEO will formulate the company's strategic planning to achieve the objectives of the business plan with the aim of maximizing return and minimizing risk for the company.

### Duties

- Effectively manage risk for the Company
- Responsible for profit and loss of the Company.
- Organizes the business by selecting and developing key executives and successors; assigning accountabilities; setting objectives and establishing priorities
- Responsible for selection, hiring, development and retention of senior management staff.

- Set overall company policies, including compensation, profit sharing and discretionary bonus program.
- Establishes and implements short-term and long-range goals with overall corporate strategy
- Review and approve annual corporate budget.
- Represent the company in third party relations; assist where necessary, i.e., banking, bonding, legal, benefit plans, etc.
- Develops and maintains a strong industry network; participates actively in industry and civic organizations to promote corporate citizenship.
- Assists in development and securing of new business, partners amongst all departments.
- Make decisions on projects to bids overseeing bidding activity, strategy and review all bids via preliminary and final review meetings.
- Recommends and reviews purchases of all major equipment and capital expenditures to the board of directors.
- Champions safety on all projects and ensures adherence to all company safety policies.
- Communicates and reinforces the Company vision, values, and goals to employees.
- Supports diversity by monitoring progress toward EEO goals.
- Maintain relationships with bonding, insurance, banking.

### **Education and Experience:**

- Bachelor's degree in Business Administration/Management, Mechanical Engineering, Construction Management, or related field
- Fifteen years of progressively responsible experience in construction, including estimating, project management, scheduling, cost control and personnel administration
- Demonstrated ability to lead people and get results through others
- Demonstrated ability to think ahead and plan over a three-to five-year time span
- Excellent organizational, leadership and analytical skills
- Ability to communicate effectively, both orally and in writing
- Ability to organize and manage multiple priorities
- Problem analysis and problem resolution at a strategic level; sound judgment
- Strong client service orientation; high energy level
- Detailed knowledge of construction process for all contract delivery systems used
- Ability to read and understand technical and statistical data, interpret construction drawings, architectural drawings and specifications, and legal documents
- Ability to establish and maintain effective relationships with a wide cross section of individuals

### **PROFESSIONAL IMAGE:**

Promote a positive image of the company through involvement in community activities, trade associations and professional functions. Includes representing the company as may be required at functions. There is not a formal dress code at the company; however, it is required to be clean cut and have a professional appearance for this job.

### **Location – Great Falls, MT\**

This is a great opportunity for someone who has the skills to lead an outstanding Company and who wants to pursue a long-term career with stability, growth and financial rewards. We are seeking someone who has functioned as a President or Division Manager, but we are willing to consider an up-and-comer who is ready to take his or her career to the next level. We are looking for the best and the brightest, if that is you, forward your resume and salary history directly to Doug McCright

at [CEO@centralph.com](mailto:CEO@centralph.com) for consideration. All inquiries, resumes and applicants will be kept in strict confidence. Salary depending on experience and qualifications.