**CORNELL UNIVERSITY**

Date: \_\_\_\_\_\_\_\_\_\_ 220222022222022\_\_\_\_\_\_\_\_\_\_

**STAFF POSITION DESCRIPTION**

**General Information**

|  |
| --- |
| **Position General Information:** New Hire/New Position Update to Current Position |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Current Incumbent, if any: |  | | Position #: |  | |
| University Job Title: | Facilities Manager Projects II | | Pay Band: | H | |
| Working Title (if different): | Senior Project Manager | | Exempt: | Nonexempt: | |
| Department Name: |  | | Dept Code: |  | |
|  |  | |  |  | |
| Immediate Supervisor’s Name: | |  | | | |
| Supervisor’s University Job Title: | |  | Pay Band: | |  |
| Working Title (if different): | |  | | | |

|  |
| --- |
| **Culture of Inclusion and Community Standards**: Skills essential for individual and organizational success. |
| As a university founded to be a place where “…any person can find instruction in any study,” diversity and inclusion are at the core of our values and mission. We strive to be a welcoming, caring, healthy, and equitable community where students, faculty, and staff with different backgrounds, perspectives, abilities, and experiences can learn, innovate, and work in an environment of respect, and feel empowered to engage in any community conversation. As a member of the Cornell University community, it is important to recognize our shared responsibility to each othertocultivate a culture of inclusion for all.  [Cornell Core values](https://www.cornell.edu/about/values.cfm)  As an individual contributor you will model and support a culture of diversity, equity, inclusion, and wellbeing and continually seek to understand how your role, behaviors, and actions impact the success of this culture.    While position responsibilities vary greatly, the Skills for Success and Leadership Skills for Success are foundational to what is expected of every employee and leader working at Cornell.  These skills are essential for individual and organizational success. [Staff Skills for Success](https://hr.cornell.edu/professional-development/performance-0/skills-success); [Leadership Skills for Success](https://hr.cornell.edu/professional-development/performance/leadership-skills-success) |

|  |
| --- |
| **Department Background:** Provide a brief overview of your department/unit. |
| [OPTIONAL] College/Unit Statement  [OPTIONAL] Department Statement  [OPTIONAL] Function Statement |

|  |
| --- |
| **Rewards And Benefits**: Highlight the unique benefits offered by Cornell and specifically to the position. |
| Competitive compensation, generous time-off, and great benefits …[More on Cornell Benefits](https://www.hr.cornell.edu/benefits/) |

**Position Summary**

|  |
| --- |
| **Position Summary**: Explain the purpose for the position and summarize the responsibilities to include in job ad. |
| [REQUIRED] While position responsibilities vary, every member of our community is expected to foster a culture of belonging and a psychologically healthy work environment by communicating across differences; being cooperative, collaborative, open, and welcoming; showing respect, compassion, and empathy; engaging and supporting others regardless of background or perspective; speaking up when others are being excluded or treated inappropriately; and supporting work/life integration of oneself and others.  [OPTIONAL] Campus Collaboration  [OPTIONAL] Success Factors  A Senior Project Manager provides the critical leadership in planning design and execution of the planning, design and capital construction of Cornell University’s capital projects. A Senior Project Manager must work independently and collaboratively, possessing professional judgement to facilitate decisions within all phases of a project, while utilizing the Skills for Success to meet the responsibilities and essential functions outlined below.  Senior Project Managers manage multiple complex and often-interdependent projects concurrently with varying scope and phases of development for projects typically in the $2M - $5M and over $5M. In addition, they demonstrate significant leadership experience on major (Greater than $10M) capital projects or the equivalent portfolio of projects. Collaborate with complex and diverse project teams and have a strong willingness to mentor Project Managers, Associate Project Managers and Project Coordinators.  A Senior Project Manager will be required to independently prioritize their workload to meet the needs of stakeholders and align with various project schedules. A Senior Project Manager will develop and maintain effective working relationships with all project stakeholders including customers; University administrators, staff and faculty; the State University Construction Fund; colleagues, external stakeholders/community leaders; A/E firms, and contractors. Provides on the job training, guidance and counsel to members of the Cornell Community and the Project Management Team.  A Senior Project Manager will advocate for the importance of partnering with Colleges and Units representatives by supporting the designated College/Unit liaison role. The Senior PM will aid the partnership with proactive communication to support capital planning efforts for future projects and provide status updates on existing project portfolios.  A Senior Project Manager will be required to lead and demonstrate their mastery of Project Management by actively leading process improvement and associated initiatives in support of the Responsibilities and Essential Functions of Project Management, as a Co-Chair of one or more of the department’s Cross-Functional Teams. *(Project Administration & Development, Procurement & Contract Management, Design Management, Construction Management, and Process & Approval Management)*  The Responsibilities and Essential functions of Project Management are as follows:   * Leadership & Project Management Mastery * Project Administration & Development * Procurement & Contract Management * Design Management * Construction Management * Process & Approval Management   Project-related activities require the use of proprietary software (eBuilder) implemented by the University.  *Ours is a values–based organization where all employees are accountable for supporting the organization’s values of truth, respect, excellence, teamwork, and integrity. Employees are required to attend staff development trainings and participate in the performance evaluation process.* |

|  |
| --- |
| **Required Qualifications:**Specify required minimum equivalency for education, experience, skills, knowledge, etc.  **Position Competencies/Skills:**Job related knowledge, skills, abilities, and behaviors that contribute to success. |
| * Experience in and/or demonstrated commitment to supporting diversity, equity, access, inclusion, and wellbeing.   **(Pick List Items – REQUIRES a selection of at least one):**   * Experience working directly with people from diverse racial, ethnic, and socioeconomic backgrounds. * Experience incorporating the perspectives of multiple communities, including communities of color. * Experience working with diversity, equity, inclusion, and wellbeing programs. * Passionate about working in an organization that values and promotes diversity, equity, inclusion, anti-racism, and wellbeing. * Ability to serve as an advocate for individuals of all ethnicities, genders, ages, and backgrounds. * Ability to cultivate and develop inclusive and equitable working relationships with students, faculty, staff, and community members. * Bachelor’s degree in architecture, engineering, or relevant field with a minimum of ten (10) years of successful Project Management experience encompassing Project Planning & Development, Procurement and Contract Management, Design Management, Construction Management and/or Closeout or the equivalent combination of education and experience. Experience in commercial and institutional design and construction is required. Proven ability to drive projects to a successful conclusion in a collaborative and politically sensitive manner. * A depth of Project Management experience and professional judgement to pro-actively manage projects, anticipate issues, and minimize impacts on quality, budget, schedule, or campus/college/unit/department. Must demonstrate excellent oral and written communication skills, ability to build and maintain positive interpersonal relationships with internal and external stakeholders and must have effective organizational skills. * Proficiency in Microsoft Office Suite, including Outlook, Excel, Word, Power Point, and MS Project is required. Ability to gain working knowledge of proprietary project management software (eBuilder), for all Cornell University project-related activities. Working knowledge of NYS Building Codes, ADA, other building industry regulations and standards. * Must have and maintain a valid driver’s license; may be required to operate a motor vehicle (your own vehicle or Cornell-owned) to travel to/from job sites. |
| **Preferred Qualifications:** Specify preferred specialized education, field and/or certifications. |
| * Registered Architect or Licensed Engineer in the State of New York or ability through reciprocity to obtain license within one year of hire date. * PM capital project experience on a University campus is preferred. Experience managing public capital projects such as SUNY/SUCF. * Proficiency with electronic project scheduling software * CMAA Construction Manager Certification or Project Management Institute (PMI) Project Management Professional (PMP) Certification. |

**Position Responsibilities**

|  |  |
| --- | --- |
| **Position Responsibilities/Essential Functions:** List the responsibilities and estimate percentage of annual time spent on each responsibility. Include only the essential functions that are fundamental and necessary to the position. | |
| [REQUIRED] List each responsibility and associated percent totaling 100% | Approximate % of time, Annualized |
| **Leadership & Project Management Mastery:**  Demonstrates a commitment to continuous quality improvement, sustainable design, design and construction of facilities, landscape and site infrastructure, and actively lead process improvement and associated initiatives on a continual basis.  Lead complex project teams and stakeholders independently and facilitates project goals and success criteria for mid-sized to large or complicated projects.  Works with and coordinates with other Project Managers and University and/or Project Stakeholders directly to identify proper prioritization of the project scope.  Supervises and prepares complex reporting activities related to project activity, general project management, and financial status.  Directly resolves discrepancies with project stakeholders and outside contractors/consultants.  Is responsible for the administration (development and review) of complex project budgets, funding sources, and schedules.  Negotiates project terms and conditions, including variance approval processes through both internal approvals as well as public and municipal forums.  Collaborate with fellow PMs to provide guidance and counsel to PMs, Associate PMs, and other staff in the department.  Actively serve as a mentor to PMs and Associate PMs; sharing best practices and encouraging process improvements.  Provide technical expertise and guidance to teams in areas such as preconstruction services, including budget management, scheduling, site logistics and value engineering.  Accountable for developing and maintaining effective customer and stakeholder relationships, while establishing a balance between conflicting goals of project stakeholders and budget priorities.  **Mastery of the Essential Functions & Responsibilities of Project Management**:  **Co-Chair of a Cross Functional Group**; *Project Administration & Development*, *Procurement & Contract Management, Design Management, Construction Management, Process & Approval Management* that is committed to the continuous quality improvement, and actively lead process improvement and associated initiatives.  **College/Unit Liaison Support**: advocate and support the importance of partnering with College and Unit representatives by supporting the designated campus manager liaison role. The role will aid the partnership with proactive communication to support capital planning efforts for future projects and provide status updates on existing project portfolios.  *Add College/Unit Specific duties:* | % |
| **Project Administration & Development:**  Works with clients and leads the development of clear and complete project programs including scope and budgets.  Works with clients to identify and manages the development of complex scheduling strategies for multiple projects impacting several departments and facilities within a college or across colleges.  Coordinates and leads project meetings.  Develops individual projects schedules.  Provides information and updates relative to project/construction schedules/ general project management and related financial status via written reports, email messages and verbal communications to many stakeholders.  Manages project funds. Coordinates among participants (colleges, units, CCF, SUCF) to resolve problems/conflicts.  *Add College/Unit Specific duties:* |  |
| **Procurement & Contract Management:**  Partner with Facilities Contracts to develop contract language consistent with funding agency requirements (SUCF and/or Cornell).  Leads selection process for consultant, pre-construction and contractor selection when appropriate.  Works with Facilities Contracts on procurement methods to best fit the project’s needs.  Manages design contract, construction contract (all contracts associated with projects) and holds contractors accountable to provisions of the contract, and to project budget and schedule.  Defines parameters for activities of the contractors on the job site, such as transportation, drawings, site conditions/locations, lay-down areas, moves, etc.  Prepares general requirements (front-end bid documents) and contracts to ensure compliance with University and State requirements.  Reviews payment applications and related documentation for project services and monitors expenses against project budgets.  *Add College/Unit Specific duties:* |  |
| **Design Management:**  Leads the Request for Proposal (RFP) process for selection of architect/engineering firms partnering with the University Architects Office, and negotiates fees.  Partner with campus stakeholders and others to ensure that designs are compliant with University Design and Construction Standards, SUCF standards, and NYS building codes.  Participates in identification and development of both long and short-range plans and strategies for the proper utilization of project or departmental facilities.  Participates in interdisciplinary design reviews for constructability and compliance with University and State standards and International Building Code.  Obtains estimates for proposed work. Compiles background information and institutional knowledge for the project team (i.e., drawings, maps, reports, etc.)  *Add College/Unit Specific duties:* |  |
| **Construction Management:**  Inspects and monitors field conditions/progress of work against project design, and schedule. Directs activities on construction phase, and authorizes change orders.  Organizes and monitors architect participation in construction phase activities including shop drawing review, response to contractor questions, works with architects and engineers to resolve design conflicts, coordinates RFI and submittal processes and related activities to ensure adequate communication and coordination with all parties of the project team.  Directs and leads the coordination of construction activities with the impacted parties of the Cornell Community (Faculty, Staff, and Students).  Oversees the punch list and project turnover, addressing any concerns with contractor and resolving outstanding items.  *Add College/Unit Specific duties:* |  |
| **Process & Approval Management:**  Prepares Project Approval Requests (PARs) and manages all aspects of approvals required by CU, SUCF and municipal authorities.  Provides guidance of the project scope and budget through the approval and closeout procedures.  Act as subject matter expert to provide guidance and support to the Cornell Community on the Cornell PM processes.  *Add College/Unit Specific duties:* |  |
| **Other position-related responsibilities**  Participate in projects with occasional work responsibility falling above or below current classification.  [OPTIONAL] Other position related responsibilities | % |

|  |  |  |
| --- | --- | --- |
| **Position Leadership/Management Responsibilities:** For positions with responsibilities focused on managing the work of others and developing others. [REQUIRED FOR THOSE THAT SUPERVISE OTHERS] | | |
| Number of Direct Reports | \_ Exempt | \_ Nonexempt |
| Number of Indirect Reports | \_ Exempt | \_ Nonexempt |
| Number of Student/Temporary | \_ Exempt | \_ Nonexempt |

**Work Designation**

|  |  |  |
| --- | --- | --- |
| **Work Designation:** Assessment of position’s primary setting for performing work. Please select one. | | |
|  | Fully Onsite | Positions requiring 100% on-site presence  May be able to occasionally work remotely – business continuity |
|  | Hybrid Remote | Positions with the ability to regularly be performed at least partially remotely  Includes seasonal hybrid, variable hybrid, and consistent hybrid |
|  | Fully Remote | Positions within/outside of New York State which can be performed 100% remotely  May be asked to travel to campus periodically |

**Essential Working Conditions** (*after considering reasonable accommodations)*

**Physical (lift/carry/push/pull):** Choose an item.

**Visual:** Choose an item.

**Hazards:** Choose an item.