

Job Opportunity Construction Manager

Background

Localworks is a design-and-build collaborative based in Uganda, creating beautiful, sustainable buildings that give more than they take. We combine craftsmanship, innovation, and environmental responsibility to make green construction the new main-stream in East Africa.

As we move into our next growth phase, we're strengthening our teams, systems, and leadership to scale our impact. We're looking for a Construction Manager — a builder with a green heart — to help shape how we grow and how we build.

Our Values

- ▶ We are idealists. Architecture can inspire people, transform communities and heal the planet. Our work makes a difference
- ▶ We are explorers. We research, we engineer, we innovate. The journey means as much to us as its destination.
- ▶ We are craftsmen. Our buildings are carefully conceived, meticulously detailed and skilfully executed. Good things take time.
- ▶ We are professionals. We are proficient in production, dependable in delivery, and transparent in our processes. Our integrity is unquestionable.
- ▶ We are collaborators. We approach everyone with trust and respect, and we value our differences. Together we create

Job title: Construction Manager
Location: Kampala, Uganda
Reports to: General Manager

Job purpose:

The Construction Manager is responsible for planning, managing, and delivering exceptional building projects — from concept to completion. As LOCALWORKS continues to expand, this role will be central to developing scalable construction processes, building team capacity, and refining the way we work. Working closely with the design team, subcontractors, craftsmen, and clients, you'll ensure that every LOCALWORKS project reflects our commitment to sustainability, quality, and community impact.

Key responsibilities

1. Project Planning and Management

- ▶ Develop and manage project schedules, milestones, and resource allocations.
- ▶ Monitor progress, anticipate challenges, and implement corrective measures.
- ▶ Maintain up-to-date materials, labour, and equipment schedules.
- ▶ Ensure compliance with building codes, environmental standards, and safety regulations.
- ▶ Coordinate the development and approval of samples and mock-ups.
- ▶ Maintain and manage construction equipment and tools efficiently.

- ▶ Identify and manage project risks through regular risk assessments.
- 2. *Financial Management*
 - ▶ Strategically drive profitability within the construction department.
 - ▶ Prepare and maintain project cash flows.
 - ▶ Conduct monthly earned value analyses and report on performance.
 - ▶ Develop and monitor the annual construction department budget.
 - ▶ Support timely and accurate payment processes for suppliers and subcontractors.
- 3. *Sustainable Construction*
 - ▶ Implement and champion eco-friendly construction techniques, materials, and technologies.
 - ▶ Collaborate with designers and engineers to integrate sustainable principles into every project.
 - ▶ Promote and document best practices for green construction.
- 4. *Team Leadership and Coordination*
 - ▶ Lead, mentor, and motivate site and construction teams and subcontractors.
 - ▶ Foster collaboration, craftsmanship, and professional growth.
 - ▶ Support senior management in achieving company-wide goals and scaling our construction operations.
 - ▶ Develop and refine construction systems, tools, and practices that enable growth and consistency.
 - ▶ Build and maintain strong relationships with clients, consultants, and authorities.
 - ▶ Uphold LOCALWORKS' values and ensure compliance with company policies.
- 5. *Quality Control and Safety*
 - ▶ Establish and maintain high standards of quality control.
 - ▶ Conduct regular site inspections and implement continuous improvement practices.
 - ▶ Enforce safety protocols to create a zero-incident culture.
- 6. *Tendering and Pre-construction and Trade Leader Management*
 - ▶ Participate in project bidding and cost estimation.
 - ▶ Prepare master programmes and payment schedules.
 - ▶ Support pre-construction planning with accurate material and labour forecasts.
 - ▶ Tender for and manage Trade Leader contracts
- 7. *Project completion and defects management*
 - ▶ Oversee snagging, testing, and commissioning of completed works.
 - ▶ Coordinate preparation of as-built drawings and O&M manuals.
 - ▶ Ensure timely handover and manage defects during the liability period.

Key performance indicators

- ▶ Timely, on-budget delivery of projects.
- ▶ Adhering to the profitability metrics
- ▶ High client satisfaction and repeat business.
- ▶ Adherence to sustainability and safety standards.
- ▶ Strong team morale and professional development.
- ▶ Consistent quality and minimal rework.

Qualifications and Requirements

- ▶ Bachelor's degree in Civil Engineering, Construction Management, Architecture, or related field.
- ▶ Minimum of 10 years' experience managing multiple construction projects at senior level.
- ▶ Proven leadership, coordination, and problem-solving skills.
- ▶ Proficiency in MS Project, AutoCAD, Revit, and MS Office.
- ▶ Excellent communication, interpersonal, and reporting skills.
- ▶ Passion for craftsmanship, teamwork, and sustainability.

Terms of Employment

The advertised role is for a one-year contract, with a probation period of six months.

The position is;

- ▶ Permanently based on one or several of our construction sites;
- ▶ Full-time (48 hours per week);
- ▶ 21 days annual leave;
- ▶ Health insurance.

We offer a locally competitive salary package as well as excellent opportunities for professional growth.

Is this you?

If you think your profile matches most or all of the criteria described above, and if the prospect of being part of a growing team of idealistic and collaborative building designers and builders interest you, then we look forward to hearing from you.

To apply, please send us your CV together with a ca. 3-5 min video recording. Film yourself using your smartphone while answering the following questions;

- ▶ Why did you become a builder?
- ▶ Why are you interested in this position?
- ▶ Why you and LOCALWORKS?
- ▶ What are your strengths and weaknesses?
- ▶ Where do you see yourself in five years?

Please email your CV in PDF format together with a link to your video to opportunities@localworks.ug

LOCALWORKS — Making green construction the new mainstream in East Africa.

