

Trades Workforce Manager

\$100,000 – \$120,000 / year

Denron Hall | Full-Time | Southern Maine Office

Salary based on experience. Exempt salaried + performance bonus potential + vehicle allowance

If you have spent your career in the mechanical trades holding a real standard — training the people around you, bringing workers along, knowing without question what separates a strong crew from a weak one — even if the title on your badge never caught up to what you were actually doing. You are exactly who we are looking for.

We are looking for a superintendent, general foreman, or experienced journeyman ready to step off the tools and into something with a different kind of impact. What matters most is that you have spent your career doing this the right way — and you want to make that the standard for an entire company.

ABOUT DENRON HALL

Denron Hall is a commercial plumbing and HVAC contractor headquartered in Manchester, NH. We have recently opened our Southern Maine office and are actively building our presence in the region — Our focus is putting the right people in the field and doing the work right. We are creating a dedicated role to own the quality of that workforce, and we want someone who has spent years caring about it.

ABOUT THE ROLE | THE MISSION

Hiring good tradespeople is hard. Everyone in this industry knows it. Our answer is to build a company where quality is the standard from day one — where new hires are brought in, trained right, and elevated — so that over time our internal roster becomes our biggest advantage.

When that foundation is strong, you can hire someone with the right raw material and the right work ethic and develop them. You are not always hunting for a fully finished journeyman. We are building a company that creates them. That is what this person owns — the quality of our field labor, end to end, from who we hire to how far they go.

This is not an HR job. It is a field job without the tools. You are responsible for who we hire, how they get trained, whether they have the right certifications and licenses, and whether they are performing. Because of your years of field experience and knowledge of the trades, you can pick out and understand what is needed to train and when someone is retaining what they are learning. When a project team needs to know who is ready for a tough job in Portland, you are the first call they make. You will help create and manage a system to track all of it.

WHAT YOU'LL DO

- A hiring process focused on finding people with the right foundation and work ethic — not just chasing credentials
- Onboarding and training standards that give every new hire a real ramp, regardless of which foreman they land with
- A system to make sure the right people hold the right certifications and licenses — with check-ins and alerts so renewals don't catch anyone off guard
- A performance process that identifies who is developing and who is not — early, before it becomes a problem on the job site
- A skills record for every field employee so project teams know exactly what they have before they build a crew

REQUIREMENTS

- High school diploma or equivalent
- Valid driver's license; willing to travel to job sites in ME, NH, and MA
- Deep knowledge of mechanical trades – plumbing, HVAC, or both
- Strong understanding of what is considered quality work in the trade
- Setting and maintaining a high bar, and willingness to hold it;
- Individualized coaching of employees to develop potential
- Ability to work independently and take ownership of a tracking process
- Excellent communication skills, written and verbal — you'll interact with GCs, the Production team, and ownership
- Comfortable with Microsoft products and basic computer skills are essential

PREFERRED

- Former Superintendent, Foreman, General Foreman or experienced journeyman in the industry
- Someone who is familiar with the area workforce
- OSHA 10 Certification (we'll provide if needed)

PHYSICAL REQUIREMENTS

- Prolonged periods of computer work in the office
- Construction site visits which require standing, walking, climbing
- Ability to access job sites via stairs, ladders, uneven terrain, confined spaces
- Lift up to 25 lbs. as needed during site visits
- Pass a pre-employment physical
- Comfortable working in all weather conditions during site visits

WHAT WE OFFER

- Performance bonus potential
- Vehicle allowance or company vehicle for job site travel
- Health/Dental/Vision insurance
- Paid vacation, paid holidays (eligible after 90 days)
- 401(k) with generous company match
- Company-paid short-term and long-term disability
- Stable pipeline: 50+ years building in New England with a strong commercial buildings and multifamily backlog

Apply today and start building your career with Denron Hall.

Denron Hall is an Equal Opportunity Employer. Employment decisions are made without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, genetic information, disability, or protected veteran status.