CDG MAUI · JOB POSTING

Director of Sales & Client Relationships

Full-time · Maui · $120,000–$145,000 base + commission · $200,000–$245,000 target total at goal

ABOUT CDG MAUI

CDG Maui is a design-build construction company on Maui. We plan carefully, build it right, and own the outcome. We choose the right custom homes and renovations, earn clients' trust and work with partners who share our standards.

THE ROLE

We're looking for a construction-minded sales leader to own CDG's sales, so new work no longer depends on our CEO alone. You'll take the sales pressure off our CEO: support him on the deals he leads, take over his leads and relationships over time, and bring in high-end custom home and renovation work that fits his vision. You'll build a repeatable sales process and personally develop new business. You'll report to our COO, and work with the Senior PM and project team to make sure proposed work fits our capacity and can be delivered well. Our first priority is bringing in signed work now, so we're looking for a proven closer with existing Maui relationships who can put the sales process in place along the way.

WHAT YOU'LL DO

- Own a current pipeline in Buildertrend from first conversation through qualification, proposal, agreement and handoff; show next steps, likely value and timing
- Take over our CEO's active leads and client relationships as he hands them off, and support him on the deals he keeps with preparation, follow-up and proposals
- Build CDG's sales process, drawing on methods you've seen work elsewhere: lead stages, follow-up cadence, proposal standards and win/loss reviews
- Develop relationships with architects, interior designers, luxury brokers, estate managers and past clients; turn strong client experiences into repeat work and referrals
- Decide which leads to pursue using a written go/no-go review, completed before estimating starts, of client fit, budget, site, schedule, feasibility, construction risk, margin and current workload, confirming capacity with the Senior PM
- Lead client and partner conversations on your own, bringing in our CEO where his vision or relationships add value, and explain what makes CDG's design-build approach and execution worth choosing
- Shape the pursuit and proposal with the project team; guide agreements through approval and signature using estimates and final prices approved by our Senior PM
- Hand clients to the Senior PM and project team using a standard handoff checklist (scope, assumptions, budget, schedule, commitments and open decisions) reviewed together in a handoff meeting; stay engaged as a relationship contact
- Review the pipeline and forecast monthly with the COO and CEO, including likely awards, project starts, margin expectations and trade or project capacity concerns

WHAT YOU BRING

- A record of winning high-end custom homes or luxury renovations with your role in each win clearly explained
- A repeatable sales process you have built or run that consistently produced signed work
- Established relationships in Maui's luxury residential market, with the ability to develop new architect, design and client referrals
- Credibility with clients and with the people who estimate and build the work; calm, direct communication and sound judgment
- Construction knowledge to discuss design development, scope, pricing, schedule and risk without making promises the team cannot keep
- Evidence that you choose winnable work, protect margin and help turn signed contracts into good projects and lasting relationships
- Discipline with Buildertrend, follow-up, forecasting and clear handoffs

WHY CDG MAUI

- Own sales at a company ready to grow beyond its founder, working with our CEO on relationships and design vision and with the COO on a disciplined path to growth
- Base salary plus commission on qualifying profitable work you help win; target total cash compensation of approximately $200,000–$245,000 at goal
- Medical, dental and vision with premiums fully paid by CDG; 401(k); 11 paid holidays; 15 days PTO (20 after 3 years)