



Job Announcement

Posted 11/19/25

Job Title:	Chief Estimator
Business Unit:	H2 Enterprises
Reports to:	Director of Pre-Construction & Projects
Supervisory Responsibility:	Estimating Department
Coaching Responsibility:	Senior and Junior Estimators
Status:	Salary Exempt – Full Time
Location:	Keenesburg, CO

HUWA ENTERPRISES:

Huwa Enterprises is a nationally renowned land reclamation and restoration company that has successfully reclaimed over 3 million acres across 44 states in the US. Our work integrates science, technology, and environmentally sound practices across land reclamation, renewable energy, civil infrastructure, and natural disaster recovery. We leverage the most advanced tools and innovations to deliver exceptional, sustainable solutions to our Clients.

POSITION SUMMARY:

The Chief Estimator oversees all estimating activities across the company, ensuring accurate, competitive, and timely project proposals. This position leads the estimating department, standardizes estimating procedures, develops strategies to improve hit rates, and ensures that estimates align with company goals and client expectations. The Chief Estimator partners with Preconstruction, Operations, and Client Executives to maintain consistency, accuracy, and profitability across all bids.

PRIMARY JOB RESPONSIBILITIES:

- Lead and manage the estimating department, including Junior, Estimator, and Senior Estimator levels, in all aspects of project estimating and proposal delivery.
- Oversee the preparation and review of estimates, ensuring alignment with company policies, client expectations, and market conditions.
- Establish, refine, and maintain standard estimating procedures, tools, templates, and cost databases.
- Manage department workload, priorities, and staffing to ensure timely completion of all bid deliverables.
- Conduct detailed reviews of project opportunities, RFPs, and bid documents to determine pursuit strategies and resource requirements.
- Collaborate with **Client Executives** to vet opportunities, define scope, and ensure alignment with company objectives before proceeding with proposals.
- Directly engage with clients on key pursuits and high-value proposals to strengthen relationships and support business development goals.



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- Provide mentorship, guidance, and performance feedback to all estimators to support professional growth and skill development.
- Oversee vendor and subcontractor engagement to ensure consistent pricing, relationships, and bid coverage.
- Partner with Operations teams to ensure estimates accurately reflect constructability, means and methods, and production rates.
- Develop and maintain tools to track estimating accuracy, proposal outcomes, and hit rates at both the client and estimator level.
- Lead project review meetings and post-bid debriefs to identify lessons learned and continuous improvement opportunities.
- Support the Director of Pre-Construction & Projects in developing departmental budgets, staffing plans, and forecasting needs.
- Identify and mitigate estimating risks through thorough scope analysis and contingency planning.
- Drive department initiatives related to training, technology upgrades, and estimating best practices.

QUALIFICATIONS:

- Bachelor's degree in Construction Management, Engineering, or related field or equivalent combination of education and hands-on civil construction estimating experience.
- Minimum of 10 years of progressive estimating experience, including at least 5 years in a leadership or department management role.
- Proven ability to lead and mentor a team of estimators, fostering collaboration, accuracy, and professional growth.
- Demonstrated success managing estimates for heavy civil, renewable energy, or infrastructure projects.
- In-depth knowledge of estimating fundamentals, cost structures, and market pricing for labor, materials, and equipment.
- Ability to review, analyze, and synthesize complex drawings, specifications, and RFPs.
- Expertise in value engineering, risk assessment, and cost control strategies.
- Strong understanding of project accounting, contract terms, and cost reporting principles.
- Working knowledge of HCSS HeavyBid, or similar estimating software, and advanced proficiency with Microsoft Office Suite.
- Skilled communicator with the ability to present cost data, bid strategies, and project recommendations to executive leadership and clients.
- Excellent organizational, planning, and time management skills with the ability to manage multiple concurrent pursuits.



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- Proven ability to develop and maintain strong relationships with clients, subcontractors, and vendors.
- Detailed knowledge of equipment production capabilities, means and methods, and construction sequencing.
- Understanding of various contract pricing mechanisms, including Fixed Price, Time & Materials, Cost Plus, and Unit Price.
- Must pass pre-employment drug/alcohol screen and physical exam as required.
- Must have a valid driver's license and an acceptable motor vehicle driving record (MVR).
- Maintain a professional appearance and represent the company with integrity and accountability.

WORK ENVIRONMENT:

This position is primarily office-based with regular and sometimes extensive travel required for client meetings, site visits, and pre-bid reviews. The Chief Estimator operates in a fast-paced, deadline-driven environment that requires frequent collaboration with Preconstruction, Operations, and field personnel. Standard safety equipment may be required during site visits (hard hat, safety glasses, gloves, safety vest, etc.).

SALARY & BENEFITS:

- Anticipated Hiring Wage Range: \$150,000 - \$200,000 annually DOE
- Medical, Dental, Vision, HSA, Short Term/ Long Term Disability, 401k with matching contribution.
- We provide paid Sick Leave as determined by Colorado's Healthy Family and Workplaces Act (HFWA).
- Paid time off (PTO) and paid holidays.

TO APPLY:

Please complete the application as linked on our careers page at [Careers – H2 Enterprises](#). This position will remain open until filled and reviews of applications of qualified applicants will begin immediately upon receipt.

You may contact Human Resources with any questions by e-mailing HR@HuwaEnterprises.com.



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NOTICE TO ALL APPLICANTS:

- 1) Proof of eligibility to work is required to be produced within three (3) days of hire;
- 2) Direct Deposit is a condition of employment;
- 3) Applicants may be required to complete a successful background check prior to employment, including but not limited to drug screening and MVR, depending upon the duties of the position;
- 4) Requests for ADA reasonable accommodation in the application process can be requested by contacting HR@HuwaEnterprises.com.

EQUAL EMPLOYMENT OPPORTUNITY:

Huwa Enterprises is an Equal Opportunity Employer. It is the Company's policy to provide equal employment opportunities for all applicants and employees. The company prohibits all forms of discrimination and harassment including those that violate federal and state law. The company does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, genetic information, marital status, gender identity, or sexual orientation in its employment practices and activities. To report any concerns or complaints, you may contact Human Resources at HR@HuwaEnterprises.com.