

Doboszenski & Sons, Inc.**Job Title:** Estimator/Project Manager – Recycling Division**Location:** Loretto, Minnesota**Reports To:** Vice President of Sales

Position Overview

The Estimator/Project Manager – Recycling Division at Doboszenski & Sons is responsible for driving business growth and overseeing day-to-day recycling operations. This role takes a comprehensive view of projects from every angle; combining strategic sales leadership with hands-on operational management, requiring a motivated professional who can balance customer development with crew coordination and logistical planning.

In addition to serving existing customers in the construction and recycling industries, the Estimator/Project Manager will proactively explore and develop new revenue streams—building partnerships with municipalities, public agencies, and private companies that could benefit from recycled materials and related services.

Additionally, this role involves managing multiple recycling crews—planning their work schedules, coordinating job movements, and working with the foremen to ensure projects are completed safely, efficiently, and to customer expectations. This position will work closely with the Vice President of Sales to align sales efforts with operational capacity, ensuring that customer commitments are met while driving profitability and long-term growth.

This position offers flexibility, with frequent travel across Minnesota and neighboring states to meet with customers, visit job sites, and support field operations.

Key Responsibilities

- Develop and execute sales strategies to meet and exceed division revenue goals.
- Manage and oversee multiple recycling crews, including scheduling, dispatching, and coordinating their daily job assignments across the state.
- Work closely with Division 2 Foremen to monitor crew performance, safety compliance, and productivity.
- Serve as the primary point of contact between customers and field operations to ensure customer satisfaction and efficient project execution.
- Build and maintain long-term relationships with new and existing customers.
- Develop and deliver sales presentations and proposals tailored to customer needs.

- Identify new business opportunities within the recycling and construction materials markets.
 - Collaborate closely with the Vice President of Sales to ensure consistency and alignment with company goals.
 - Partner with operations, logistics, and leadership teams to ensure seamless coordination of jobs, resources, and timelines.
 - Conduct regular customer and job site visits to ensure quality service and strengthen relationships.
 - Maintain accurate records of sales activities, crew schedules, customer interactions, and market trends.
 - Monitor competitive activity and market conditions to inform business strategy.
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Qualifications & Experience

- Proven track record of success in sales management
 - Experience managing field or production crews, including scheduling, logistics, and performance oversight.
 - Strong customer-facing skills with the ability to build trust and long-term partnerships.
 - Excellent communication and interpersonal skills, both with customers and team members.
 - Highly organized with exceptional time management and attention to detail.
 - Ability to work independently and manage multiple priorities.
 - Strong organizational and coordination skills, with the ability to manage multiple crews and projects simultaneously.
 - Proficiency in Microsoft Excel, PowerPoint, and HCSS preferred
 - Willingness to travel extensively throughout Minnesota and neighboring states.
 - Bachelor's degree in Construction Management, Business, Marketing, or a related field preferred, but relevant experience will be considered.
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Personal Qualities

- Self-motivated and results-driven.
 - Strategic thinker with strong problem-solving skills.
 - Adaptable and open to a dynamic, fast-paced environment.
 - Professional, personable, and customer-oriented.
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Compensation and Benefits

The base pay range for this role is \$70K/yr - \$90k/yr

Base pay is positioned within the range based on several factors including an individual's experience, skills, and knowledge.

A few of the benefits offered include:

- Bonus incentives
- 401(k) retirement plan with employer profit sharing
- Paid time off, holidays, and other paid leaves
- 100% Employer-paid health benefits, including dental and vision
- No-cost mental health service program
- Opportunities to advance

About Us:

Doboszenski & Sons is a privately owned family business that has been in operation since 1977. We specialize in delivering high-quality results with a strong commitment to safety and hometown integrity. As a small business rooted in our community, we take pride in honest work, fair pricing, and dependable service. From excavation to final grade, our experienced team brings the skill, equipment, and values needed to get the job done right—every time.