Project Manager

SCHiM · Manhattan & Westchester · $115K–$135K base + 15–25% performance bonus

Run the renovations Manhattan's best apartments deserve.

SCHiM renovates luxury apartments in Manhattan and Westchester, valued between $1 million and $5 million. Our clients and their designers notice everything, and so do we.

We're hiring a Project Manager who wants real ownership of beautiful, demanding work, at a company that treats its people like human beings, not tools.

About SCHiM

We currently do high-end residential renovations, from $100K to $1 million. The apartments, townhouses and homes often involve co-op boards, building managers and top architects and designers that all hold the work to a high bar.

SCHiM has been in business for 6 years.

We're big enough to take on serious work and small enough that you'll know the owner, have a voice, and see your impact. Here's what "treated like a human being" means in practice:

- **Your judgment is trusted.** You get authority that matches your responsibility, and you won't be second-guessed on every call.
- **Problems are solved, not blamed.** Raise an issue early and you'll get support, not a lecture.
- **Your life matters.** We plan work so a good PM doesn't need to burn out to succeed.
- **Results are rewarded.** When your projects do well, you share in it.

The Role

You'll own a portfolio of luxury apartment renovations from pre-construction through closeout. You'll be the person clients, designers, trades and the owner count on to know where every project stands and what happens next.

You'll report directly to the owner. Projects currently range from about $100K to $1 million across Manhattan and Westchester, and we expect that to grow as we do. You'll typically manage an average of four projects at once. Getting around by subway, Metro-North or rideshare is fine. No car is required, and travel between sites is reimbursed. Our office is on Wall Street in the Financial District, but you'll be in the field about 95% of the time. Hours are typically Monday through Friday, 8:30am to 5:00pm, with no weekend work.

Project delivery is the job. Once you're established, you'll also help shape how we work, from estimating and scheduling to closeout and the process we use. If you've ever thought "I'd run this differently," here you'll get the chance.

What You'll Own

- **Pre-construction.** Help with site walks, estimates, scopes, bids and contracts so every job starts with clear scope, pricing and responsibilities.
- **Schedule and budget.** Build realistic schedules, manage long-lead items and decisions, track costs, catch scope gaps early, and protect the project's margin.
- **Quality in the field.** Be on site daily, review drawings for constructability, lead the trades, and deliver a punch list and closeout the client will rave about.
- **The client experience.** Be the calm, proactive voice for clients and design teams, and earn the repeat business and referrals our reputation rests on.
- **Buildings and compliance.** Handle alteration agreements, COIs, permits, inspections and sign-offs, the NYC details that make or break a luxury job.

Who You Are

- You have 5+ years managing high-end residential renovations, ideally in Manhattan co-ops and condos.
- You know your way around alteration agreements, building managers, DOB filings and board requirements.
- You can read drawings, spot constructability problems, and talk credibly with architects, designers and trades.
- You're organized and comfortable with job costing, scheduling and project-management software.
- You communicate early and honestly, especially when the news isn't good.
- You take pride in finished work that meets very high standards.

What You Get

- **Base salary:** $115,000–$135,000, based on experience
- **Performance bonus:** 15–25% of base, tied to schedule, profitability, quality and client satisfaction on your projects, paid semiannually
- **Total potential:** roughly $132,000–$169,000
- **Travel:** business travel between sites reimbursed
- **Benefits:** 15 days paid vacation, 40 hours paid sick leave, 6 paid holidays. Company contribution to medical, dental and vision insurance. Company-provided laptop and phone.

The bonus is real money, and it's earned on the same measures we use to run the business. If you deliver great projects, you'll be paid like it.

How to Apply

Send your resume to **Spiro@schimnyc.com**.

We read every application personally and reply within 5 days. If this sounds like the place you've been looking for, we'd like to hear from you.

SCHiM is an equal opportunity employer. We consider all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status or any other characteristic protected by law.