



Job Description

Senior Electrical Estimator II (EST-II)

Integrity. Skill. Imagination. Customer Centricity.

At Merit Electric, these aren't slogans, they are the foundation of how we operate. We hire people who live these values and want to wire a better future for themselves, their teams, and our clients. We look for individuals who not only bring skill and professionalism, but who take ownership of outcomes and help drive the success of the entire team. Sound like you? We'd love to meet you.

Position Summary

Senior Electrical Estimator II is an experienced professional who is responsible for leading complex, high-value bids (over \$1M) for the construction department. This individual also demonstrates leadership in driving preconstruction success, mentoring junior estimators, and driving the estimating process to align client expectations with project profitability and company goals.

This role is a critical technical and leadership position within the preconstruction process and on the construction team. Success requires strong business acumen, technical skills, and a commitment to advancing the team and the business.

This is a salaried, exempt position that reports directly to the Construction Director.

Key Responsibilities

- Lead estimating efforts for large-scale and complex projects, with full accountability for accuracy, profitability, and strategic alignment.
- Mentor and support Junior Estimators and team members in technical, business, and professional development (business acumen, communication, estimating skills, and leadership).
- Perform final reviews of bid documents to ensure accuracy, professionalism, and alignment with company strategy.
- Collaborate with project managers, clients, and design teams to align estimates with project scope, client goals, and financial targets.
- Lead supplier and subcontractor negotiations to achieve the best value and manage project risks.
- Ensure estimating practices support organizational goals and long-term profitability.
- Work closely with project management, procurement, engineering teams, and subcontractors to drive alignment from estimate through execution.
- Utilize data-driven tools and dashboards to analyze historical cost data and market trends; provide actionable recommendations to management and drive smarter, more competitive estimates.
- Structure bid packages to ensure clear, logical flow and persuasive presentation of value propositions.
- Champion a culture of learning, continuous improvement, and customer centricity within the estimating and construction team.
- Expertise in estimating electrical systems, including switchgear, transformers, and power distribution.

Skills:

- Proficiency in Accubid or similar industry-standard estimating software.
- Proficiency in Smartsheet or similar project tracking/collaboration tools.
- Ability to reconcile cost estimates with designs and manage changes during preconstruction.
- Advanced understanding of value engineering, risk mitigation, and bid strategy development.
- Leadership and mentoring abilities to support team growth and development.
- Strategic thinking with ability to evaluate risk, opportunity, and competitiveness.
- Advanced financial analysis skills, including cash flow modeling and escalation projections.
- Proficiency in cost modeling and data-driven estimating techniques.
- Ability to assess contingency costs and conduct sensitivity analyses.
- Strong contract knowledge, including key clauses, risk terms, and compliance.
- Strong negotiation and relationship management skills with suppliers and subcontractors.
- Exceptional written and verbal communication skills.
- Full understanding of construction contract documents, retention and release processes.

Education and Experience:

- 5-7 years' experience in an electrical preconstruction estimation role.
- Lean Six Sigma Yellow Belt (or similar) strongly encouraged.
- Certified Associate in Project Management (CAPM)® strongly encouraged.
- Colorado or Wyoming Journeyman license or accredited engineering degree (Electrical Engineering or related field) required.

Performance Metrics:

- Quality, clarity, and accuracy of written bid documents.
- Ability to independently produce professional and well-structured bid packages.
- Accuracy in quantity take-offs and data entry.
- Effectiveness mentoring and development impact on Junior Estimators.
- Bid success rate on projects (with appropriate leadership engagement).
- Alignment of pricing strategies with financial and strategic business goals.
- Application of NEC and industry standards to estimates.
- Ability to evaluate and strategically adjust project profitability.
- Contribution to strategic bid decisions and financial modeling.
- Proven ability to evaluate project profitability and adjust pricing strategically.
- Demonstrated leadership and ownership of the estimating position.

Physical Requirements

- Ability to work in both extremely hot and cold conditions.
- Repetitive use of arms, hands and fingers.
- Ability to bend, stoop, squat, crawl, climb, kneel, balance, push, pull and reach overhead.
- Ability to work in restricted areas (manholes, utility tunnels, crawl spaces, attics, etc.).
- Prolonged periods sitting at a desk and working on a computer.

