

Build a Career, Not Just a Job

A typical growth path at Boulder Loop Management

At Boulder Loop Management, we believe great careers are built with clear expectations, fair advancement, and real ownership opportunities. This career path shows how team members can grow from entry-level roles into skilled trade, leadership, management, and business ownership positions. Advancement is based on performance, character, skill development, and the ability to create value for clients and teammates.

How Advancement Works

Team members are evaluated based on reliability, quality of work, teamwork, client service, safety, leadership potential, and business performance. We provide training, mentoring, and clear expectations at each stage, so employees understand what it takes to grow.

Stage 1: Entry Level — Worker

- Titles: General Laborer, Service Technician Assistant
- Experience: 0–1-year, minimal training required
- Skills: Reliability, basic tool use, safety awareness, teamwork
- Compensation: Hourly pay, project-based work, entry-level benefits
- Development Opportunities: Safety training, basic trade skills, customer service introduction

Stage 2: Skilled Worker — Technician

- Titles: Skilled Laborer, Service Technician
- Experience: 1–3 years
- Skills: Proficient in one trade, can work independently, problem-solving
- Compensation: Higher hourly rate, Increased benefit offerings
- Development Opportunities: Certifications (OSHA, HVAC, electrical apprentice, etc.), trade-specific training, mentoring

Stage 3: Lead / Specialist

- Titles: Lead Technician, Crew Leader, Specialist
- Experience: 3–5 years
- Skills: Advanced trade expertise, supervises small crews, manages job quality, client communication

- Compensation: Salary or high hourly rate, performance bonuses, Increased benefit offerings
- Development Opportunities: Supervisory training, project planning, conflict resolution, budget/time tracking

Stage 4: Supervisor / Project Manager

- Titles: Site Supervisor, Field Supervisor, Project Manager
- Experience: 5–8 years
- Skills: Manages multiple crews, scheduling, budgeting, materials, client reporting
- Compensation: Salary + performance bonus, Increased benefit offerings
- Development Opportunities: Project management certifications, business & finance basics, leadership coaching

Stage 5: Operations / Business Manager

- Titles: Operations Manager, Area Manager, Service Director
- Experience: 8–12 years
- Skills: Runs multiple projects/business units, hiring & training, client contracts, profitability management
- Compensation: Salary + bonuses, , Increased benefit offerings
- Development Opportunities: Business leadership programs, financial management, negotiation & client acquisition

Stage 6: Entrepreneur / Partner

- Titles: Business Owner, Partner, Senior Project Director
- Experience: 10+ years
- Skills: Business ownership or division leadership, strategy development, client portfolio management
- Compensation: Equity, profit-sharing, long-term wealth building
- Development Opportunities: Advanced business courses, networking strategies, Mentorship

Whether you are starting your career or looking for a path to leadership, Boulder Loop Management offers a place to grow, contribute, and share in long-term success.