

Typical Career Path at Boulder Loop Management

This guide outlines the typical career path available to team members within our organization. It is designed to provide clear expectations, opportunities for professional development, and a framework for advancement from entry-level roles to leadership positions.

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

