North Mechanical Contracting and Service is a leader in the mechanical industry, dedicated to delivering mechanical solutions from concept to success. Based in Indianapolis, we specialize in comprehensive construction, contracting, preventative maintenance, and innovative approaches to mechanical systems. Recently nominated as one of the 2025 Top Workplaces in Indianapolis, North Mechanical takes pride in fostering a culture built on Excellence, Inspiration, and Innovation—and we're looking for team members who share that same drive and commitment to success.

As we continue to grow, we're seeking an experienced and collaborative VDC Manager to lead our Virtual Design and Construction department at our Indianapolis location. This is a full-time position supporting our mechanical and plumbing contracting operations.

In this role, the VDC Manager will lead VDC Project Managers and Detailers, oversee daily department operations, and ensure projects are properly staffed, planned, coordinated, and delivered. This leader will partner with Project Operations, Preconstruction, Fabrication, and field teams to meet project commitments and improve performance.

At North Mechanical, you'll be part of a growing company that values innovation, collaboration, and professional growth. This position offers an opportunity to develop people, strengthen VDC processes, and make a lasting impact on project execution.

Key Responsibilities:

1. Lead Daily VDC Department Operations and Priorities
2. Plan Department Staffing, Capacity, and Project Assignments
3. Review Project Schedules, Budgets, Milestones, and Deliverables
4. Monitor Budgeted Hours and Develop Project Recovery Plans
5. Resolve Project Issues and Support VDC Team Members
6. Conduct Monthly and Annual Individual Performance and Development Reviews
7. Coordinate New Project Setup, Kickoffs, and VDC Workflows
8. Collaborate with Project Operations, Fabrication, and Field Leadership
9. Develop VDC Estimates, Scopes, and Staffing Plans for Proposals
10. Interview, Onboard, Coach, and Develop VDC Team Members
11. Recommend Staffing and Employee Development Actions to the Director of Construction
12. Maintain VDC Standards, Quality, and Consistent Processes

The ideal candidate will have 5+ years of experience in VDC, BIM, mechanical/plumbing detailing, mechanical construction, project management, or a related field, along with working knowledge of commercial and industrial plumbing and mechanical piping systems. Strong leadership, organization, planning, communication, and problem-solving skills are essential. A high school diploma or GED is required. Previous VDC team leadership, field installation experience, VDC estimating, and proficiency with Revit, Navisworks, Stratus, and related coordination technologies are preferred. Indianapolis-area candidates are preferred; occasional travel to jobsites or meetings may be required.

North Mechanical Contracting and Service is proud to offer a comprehensive benefits package designed to support the well-being and growth of our employees. We provide a competitive salary along with a 401(k)-plan featuring a company match to help you plan for your future. Our benefits include health, dental, vision, and life insurance, as well as paid time off and holidays to promote work-life balance. Employees also have access to an employee assistance program and cross-training opportunities that encourage professional development and long-term career growth within our expanding organization.

Submit resumes via: Careers | North_Mechanical