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Architectural Business Development Manager

Department: Preconstruction

Reports To: Director of Preconstruction

FLSA Status: Exempt

Employment Type: Full-Time

Position Summary

Kovach is seeking an experienced, relationship-driven Architectural Business Development Manager to identify, influence, and develop early-stage project opportunities within the architectural, design, owner, and construction communities. This role is responsible for establishing trusted relationships with architects, owners, developers, general contractors, and design professionals to position Kovach as a preferred partner for specialty building envelope systems, including insulated metal panels, curtain wall, glazing, rainscreen, and architectural metal solutions.

This position serves as a technical and strategic resource to the design community by providing consultative guidance, educational presentations, and project-specific recommendations that influence design intent and specifications during the conceptual and schematic phases of projects.

The ideal candidate combines strong technical knowledge of building envelope systems with exceptional relationship-building skills and an established network within the architecture, engineering, construction, and ownership community. This individual thrives in a consultative, externally facing role and understands how to create opportunities through influence rather than transactional selling.

Kovach’s Mission and Values:

Our Mission: Kovach's mission is crystal clear: to cultivate a thriving and profitable company that stands as a beacon of growth and opportunity. We are steadfastly dedicated to fostering an environment where individuals not only succeed but flourish. In doing so, we aim to strike a harmonious balance between robust financial health and a nurturing space for all our team members.

Employee Ownership (ESOP):

At Kovach, we believe in sharing our success with the people who make it possible. Our employees are the driving force behind everything we achieve, which is why we proudly offer an Employee Stock Ownership Plan (ESOP). This program allows you to become an owner of the company, giving you a direct stake in its growth and prosperity. As the company continues to succeed, so does the value of your shares, offering you a powerful opportunity to build wealth and benefit from our long-term success. With an ESOP, your contributions directly impact both your future and the company’s future, creating a true partnership in our continued growth.

Our Core Values:

- **Positivity:** Easy to work with, trusting, team player, and good communicator.
- **Own it:** Reliable, responsible, follows through, trustworthy, thorough.

- **Expertise:** Intelligent, innovative, and coachable.
- **Grit:** Tough, strong work ethic, and finds a way to get it done

Essential Duties and Responsibilities

Architectural & Market Relationship Development

- Develop and maintain strong relationships with architects, design firms, owners, developers, general contractors, façade consultants, and key project influencers.
- Establish Kovach as a trusted technical resource within the architectural and construction community.
- Build peer-level credibility with principals, project architects, designers, spec writers, and project stakeholders.
- Maintain consistent engagement with target firms and decision-makers to identify future opportunities and strengthen market visibility.

Early-Stage Project Influence & Pipeline Development

- Identify and track strategic project opportunities during conceptual, schematic, and design development phases to establish early positioning advantage.
- Influence project specifications and design direction through technical consultation and relationship-based engagement.
- Identify “mega-project” opportunities and develop proactive pursuit strategies in partnership with Preconstruction leadership.
- Collaborate with internal teams to convert design-phase relationships into qualified bidding opportunities and awarded work.
- Maintain accurate project and relationship activity within CRM systems, including Salesforce or equivalent platforms.

Technical Consultation & Design Support

- Serve as a technical advisor regarding insulated metal panels, curtain wall systems, glazing, rainscreens, architectural metals, and related building envelope systems.
- Provide project-specific recommendations that support constructability, performance, aesthetics, and budget objectives.
- Translate technical system capabilities into practical design solutions for architects, owners, and contractors.
- Support the transition of opportunities from relationship development to preconstruction and design-assist phases.

Industry Education & Brand Positioning

- Develop and deliver technical presentations, lunch-and-learns, educational sessions, and facility tours for architects, owners, and contractors.
- Represent Kovach at industry organizations, networking events, and trade associations, including AIA, CSI, DBIA, ULI, and other relevant groups.

- Stay informed on market trends, emerging technologies, competitive products, and changes within the building envelope industry.

Internal Collaboration

- Partner closely with Preconstruction Managers, Estimators, Design Managers, and Operations teams to align pursuit strategies.
- Share market intelligence and relationship insights to improve project positioning and win probability.
- Contribute to strategic planning efforts related to growth initiatives and target markets.

Qualifications

Required Qualifications

- Minimum of 7 years of experience in architectural products, building envelope systems, insulated metal panels, façade systems, glazing, curtain wall, rainscreen, architectural metals, or related construction/design industries.
- Demonstrated experience developing relationships within the architectural, owner, developer, and general contractor communities.
- Strong understanding of building envelope systems and architectural design processes.
- Proven ability to influence decision-makers and generate early-stage project opportunities.
- Strong communication, presentation, and relationship-building skills.
- Ability to present technical information in a consultative, solution-oriented manner.
- Proficiency with Microsoft Office Suite and CRM systems (Salesforce preferred).
- Valid driver's license and ability to travel throughout assigned market(s).

Preferred Qualifications

- Bachelor's degree in Architecture, Architectural Engineering, Construction Management, Engineering, Building Science, Business, or related field, or equivalent combination of education and industry experience.
- Experience working within an architectural firm, façade consultancy, specialty contractor, architectural products manufacturer, or building envelope organization.
- Existing relationships within the regional architecture, owner, developer, and general contractor community strongly preferred.
- Experience conducting AIA-accredited presentations, technical education, or specification-focused outreach.
- Knowledge of specification development and architectural product positioning.

Key Competencies

- Relationship Building & Influence
- Strategic Business Development
- Technical Aptitude & Consultative Problem Solving
- Presentation & Public Speaking
- Market Intelligence & Opportunity Identification

- Collaboration & Cross-Functional Partnership
- Initiative & Self-Direction
- Executive Presence & Professional Credibility

What Success Looks Like

Success in this role includes:

- Establishing strong relationships with key architecture, owner, and contractor stakeholders.
- Increasing early-stage project visibility and specification opportunities.
- Expanding Kovach's presence within the architectural and building envelope community.
- Generating qualified project opportunities that transition into preconstruction and awarded work.
- Serving as a trusted technical resource recognized by both internal teams and external partners.

Physical Demands & Work Environment

- Frequently required to sit, stand, walk, and travel between office, client, and project locations.
- Frequently required to communicate effectively in meetings, presentations, and networking environments.
- May occasionally visit fabrication facilities, construction sites, and active job environments requiring personal protective equipment (PPE).
- Ability to lift up to 25 pounds occasionally.
- Ability to travel up to 50%, including occasional evening networking events and industry functions.

About Kovach: Founded on robust client and vendor relationships, Kovach boasts a unique and influential organizational culture. Housing approximately 350 employees, our family extends across multiple states. We're not just about professional growth; we emphasize having fun while making an impact. Our annual sales touch approximately \$90 million, with growth expected in the years ahead. Our partnerships with the region's biggest general contractors have adorned Phoenix with iconic buildings, ranging from the Phoenix Airport and ASU campuses to the Talking Stick Resort and Casino.

Job Type: Full-time

Benefits Offered:

- ESOP
- 401(k) matching
- Comprehensive dental insurance
- Employee assistance program
- Flexible spending account
- Health insurance
- Health savings account

- Life insurance
- Generous paid time off
- Vision insurance

Kovach is an equal opportunity employer that values diversity and inclusivity in its workforce. We invite candidates who are keen to grow, contribute, and be a part of our success story.