

Project Senior Manager / General Manager

Job Description | Prepared by Cusec Consulting

Function / Department	Project Delivery / Execution (MEP/EPC)
Location	Hyderabad, Mumbai and Gurgaon (one position per location)
Number of positions	3 (one each — Hyderabad, Mumbai, Gurgaon)
Employment type	Full-time, Permanent
Experience required	15–20 years
Industry	MEP / EPC Contracting
Reports to	COO – Projects / Directors
Reference code	CUSEC-UE-PROJ-SRGM-01
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About the opportunity

This role is with a well-established MEP/EPC contracting organisation delivering mechanical, electrical, plumbing, HVAC and fire-protection systems across industrial and commercial projects. The search is being managed by Cusec Consulting, a management and talent-advisory firm partnering with leading real-estate, infrastructure and MEP/EPC organisations.

We are seeking experienced project-delivery leaders — Project Senior Manager / General Manager — for three locations: Hyderabad, Mumbai and Gurgaon (one position each). Each role carries overall accountability for the safe, timely, cost-effective and quality execution of the company's MEP projects in that region, leading project teams and serving as the senior point of ownership for delivery and client relationships.

Role overview

Reporting to the COO – Projects / Directors, the Project Senior Manager / General Manager holds end-to-end responsibility for execution of assigned MEP/EPC projects — covering planning adherence, cost and commercial performance, procurement and resource mobilisation, quality and safety, client management, and team leadership. The role requires a seasoned leader who can run multiple projects or a sizeable project, protect margins, keep projects on schedule, and manage clients and stakeholders with minimal dependence on the directors for routine matters.

Key responsibilities

1. Project execution and delivery. Hold overall responsibility for the safe, on-time, on-budget and to-specification delivery of assigned MEP projects in the region. Drive execution across HVAC,

electrical, plumbing and fire-protection works from mobilisation through testing, commissioning and handover.

2. Planning, progress and recovery. Ensure robust baseline schedules and realistic look-aheads in coordination with the Planning function; monitor progress against milestones; and drive corrective and recovery actions on delays and critical-path risks.

3. Cost, commercial and margin management. Own project budgets and cost control; monitor committed cost and forecast cost-to-complete; drive timely billing/certification, variations and claims; and protect and improve project margins and cash flow.

4. Procurement, resources and subcontractors. Ensure timely mobilisation of materials, manpower and subcontractors in coordination with Procurement and HR; manage subcontractor performance, measurement and payments; and optimise resource deployment.

5. Client and stakeholder management. Act as the senior interface with the client, PMC and consultants — managing approvals, RFIs, progress reviews, and relationships — and represent the company credibly in project forums.

6. Quality, safety and statutory compliance. Enforce QHSE standards, applicable codes and statutory compliance across sites; ensure quality of installation, successful testing & commissioning, and smooth handover with complete documentation.

7. Team leadership and development. Lead project managers, engineers and site teams; plan staffing with HR; set clear responsibilities and performance expectations; and develop capability and accountability within the team.

8. Reporting and governance. Provide concise, decision-oriented MIS and reviews to management/directors; identify and escalate material risks early with clear options and recommendations.

Required qualifications and skills

- B.E./B.Tech in Mechanical or Electrical Engineering (or equivalent).
- 15–20 years' experience in MEP/EPC project execution, including several years leading full project delivery and multi-disciplinary site teams.
- Proven track record of delivering MEP projects on schedule and within budget, with demonstrable control of cost, quality and client relationships.
- Strong command of project planning, cost/commercial management, procurement coordination and subcontractor management.
- Working knowledge of Primavera P6 / MS Project and ERP systems; sound understanding of HVAC, electrical, plumbing and fire-protection systems and relevant codes and contracts.
- Strong leadership, client-management and decision-making skills.

Preferred (good to have)

- Post-graduate qualification in Management or Project Management; PMP or equivalent certification.
- Experience managing a project/regional P&L.
- Exposure to industrial and commercial MEP projects of significant scale.

What we offer

- A senior leadership role with ownership of regional project delivery in a growing MEP/EPC organisation.
- Direct exposure to the directors and a meaningful say in how projects are run.
- A competitive compensation package, commensurate with experience.

How to apply

Apply on the career portal of Cusec Consulting LLP at <https://cusecconsulting.com/careers>

Cusec Consulting is an equal-opportunity partner. We welcome applications from all qualified candidates regardless of gender, age, religion, caste, or background.