



GRAY & PAPE

HERITAGE MANAGEMENT

Join Our Leadership Team as the Southeast Regional Manager!

Location: Houston, TX

Are you a strategic and visionary leader ready to drive results in cultural resources management? Gray & Pape is looking for a Regional Manager to lead our Southeast team. We offer a competitive salary of \$113,000-\$140,000 based on demonstrable experience plus a hybrid work environment that balances flexibility with meaningful in-office collaboration.

Why This Role Matters:

As the Regional Manager, you'll be at the forefront of projects that preserve cultural heritage, lead a high-performing team, and actively shape the growth of our Southeast operations. In this role, you will guide projects across terrestrial and marine archaeology, develop staff potential, and drive impactful projects. At Gray & Pape, you will find a workplace grounded in respect, inclusion, and a shared passion for history and preservation.

What You'll Do:

- Lead with vision: Oversee Southeast regional operations from project win to scoping to budgeting to execution and lead strategic initiatives in the region. You will ensure that the region meets its financial goals.
- Empower your team: Inspire growth, mentor emerging leaders, and foster a collaborative environment where everyone feels included and has the ability to thrive at Gray & Pape.
- Drive results: Balance hands-on project management with high-level oversight, ensuring the quality of technical work meets Gray & Pape's and our clients high standards. You will ensure the region meets or exceeds utilization, revenue, and profitability goals.
- Develop business: Lead regional business development initiatives to expand our impact and partnerships.

What We Are Looking For:

A master's-level professional with 10+ years of experience in history, archaeology, historic preservation or related field, who brings a blend of leadership, industry expertise, and a commitment to equity and inclusion. You'll bring excellent business acumen, strategic decision-making skills, and a razor-sharp client focus.

You also:

- Have extensive knowledge of industry project management standards, practices, and cultural resources laws, including an excellent understanding of the National Register of Historic Places and their application.
- Excel in data analysis and research, project management, and team utilization.
- Have experience with strategic planning and driving regional and company



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strategic initiatives to meet established goals.

- Ability to have a successful and candid relationship with the President, Vice President, and other senior leadership while developing trust and earning credibility at all levels of the organization via a strong sense of integrity and authenticity.

Why Choose Gray & Pape?

Gray & Pape is a CRM and Heritage Management firm dedicated to meaningful work and impactful change in our communities and ensuring our employees have every opportunity to grow, develop, and thrive. Our benefits include free medical insurance for employees and their families, a reduced rate on dental and vision, paid holidays, vacation/PTO, a 401(k) plan, and more. Join us and find a company that values your expertise, experience, and professional growth.

Ready to Make a Change?

Submit your cover letter, resume, and a writing sample (no older than 3 years) to Human Resources at hr@graypape.com. Qualified candidates may be interviewed immediately; role will remain open until filled.

Please visit us at <https://www.graypape.com/our-company/careers/> to learn more.

Gray & Pape is proud to be an Equal Opportunity Employer. We are committed to providing an environment of respect and inclusion where equal employment opportunities are available to all applicants and employees.

Applicants and employees will not be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, gender expression, disability, national origin, protected veteran status, or any other protected status under federal, state, or local law. Please contact HR to request an accommodation.