



Aggregate Technologies, Inc.

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JOB POSTING

Branch Director - Baton Rouge
Date: Oct 18, 2026

Branch Director - Baton Rouge, Louisiana

Aggregate Technologies, Inc. | Full-time | Base salary negotiable, plus performance incentive

Based in Baton Rouge, leading the branch across Louisiana, Mississippi, Arkansas, and Alabama.

Run your own business. Use ours.

If you have ever worked out what it would take to go out on your own - the equipment, the crews, the insurance, the payroll, the first year with no income - and decided the math did not work, this is the one to read.

Aggregate Technologies is looking for one leader to run our Baton Rouge branch as a business: its customers, its people, its safety, its jobs and its P&L. Baton Rouge is not a blank sheet. ATI has worked out of that office for years, with equipment, crews and customers who know our name. We are not hiring someone to keep the branch running. We are hiring someone to grow it: the person who makes this branch exceptional. We will back that person with real support.

You will not build the plan alone, and you will not be handed one. In your first 60 days, you and ATI management will build the branch strategy together, with clear milestones and goals we both agree to. Your incentive pay is tied to those same goals, and it starts when the plan is signed. You will always know what winning looks like and what it pays.

WHAT YOU WILL LEAD

- **Customers and growth:** own the relationships with general contractors, EPCs, plant owners, engineers, DOTs and municipalities across Louisiana, Mississippi, Arkansas and Alabama. Sell, and build a team that sells.
- Operations backed by Houston until self-sufficient.
- **Safety:** lead a culture where everyone goes home safe. Safety performance is one of the goals you are measured on.
- **People:** lead, hire and develop the Baton Rouge team, and decide with us when and who to add.
- **P&L:** own the branch budget, pricing discipline, margin and collections. Revenue without profit is not winning. When the branch is winning, you are winning.
- **Market presence:** be ATI's face in the construction and industrial community across Louisiana, Mississippi, Arkansas and Alabama, from plant gates to industry associations. Build lasting relationships with customers, plant owners, contractors and the communities where we work.

WHAT HOUSTON PROVIDES

Houston provides special equipment, hydro demolition, engineering schedule, and crew support until self-sufficient. Permanent backup of safety, accounting, payroll is always with Houston.

COMPENSATION AND BENEFITS

- **Base salary:** negotiable, depending on candidate.
- **Performance incentive:** paid on the goals in your signed branch plan, with performance metrics set after your first 60 days. These may include branch profit contribution, gross margin, safety performance, revenue growth, collections and team development.
- **Vehicle:** vehicle or vehicle allowance, fuel and toll support; company phone and computer.

- **Health and retirement:** health benefits and a 401(k) with company contribution or match; training and development; room to grow as ATI grows.

WHO THIS IS FOR

- This is for people who always want to grow and make themselves better.
- This role is for an independent, self-starter who sees what needs doing and does it without being told.
- You have run a branch, a division, a business unit or your own company, and you miss it. Or you have never been handed the keys and you know exactly what you would do with them.
- You lead people, hold yourself to a number, and would rather build the plan than be managed to one.
- You can talk with a superintendent in the field and an executive in a conference room, and you know the contractors, plants and owners in this market.

WHO IT IS NOT FOR

- Not for people who aren't continually pushing themselves to be better.
- Not for complacent people.
- You want a comfortable territory where existing customers call in orders, or someone to hand you a target list.
- You want a title without owning the result.
- You produce, but you damage the people and the culture around you. We will not trade our culture for revenue.

EXPERIENCE

- P&L responsibility for a branch, division, business unit or company (required). Experience in construction, concrete, demolition or industrial services counts.
- 7+ years in specialty, industrial, heavy civil or commercial construction, or in industrial services.
- A strong personal and team safety record, and comfort with plant site access and contractor prequalification.
- Experience selling and managing work: you can read prints, check a takeoff and estimate, and run a job after it is won.
- Hydrodemolition, concrete cutting or selective demolition is a plus; we will teach the rest. Industrial, petrochemical, refining, power, heavy civil or marine market experience preferred.
- A degree is welcome. We care more about capability, character and drive than the title on your resume.

LOCATION

Based in Baton Rouge, leading the branch across Louisiana, Mississippi, Arkansas, and Alabama. Expect to be in the field, at plants and with customers more than at a desk.

ABOUT AGGREGATE TECHNOLOGIES

ATI is a leading specialty contractor - hydrodemolition, robotic concrete removal, concrete cutting, wire sawing and selective demolition - on some of America's largest infrastructure, industrial, energy, marine, transportation and government projects. We invest heavily in technology, equipment, data and AI, but our biggest advantage is our people and our culture. We are not trying to be like everybody else in our industry. We intend to lead it.

Our culture is rooted in faith, family, integrity, hard work, personal responsibility, taking care of one another and pride in the work that builds America. We welcome qualified candidates from different backgrounds who respect those values.

Some of the projects we pursue are difficult enough that the answer is not sitting in a manual - we have to figure it out. If building something is what gets you out of bed, we would like to talk.

HOW TO APPLY

APPLY ON LINKEDIN

<https://www.linkedin.com/jobs/view/4480956271/>

APPLY AT AGGREGATE TECHNOLOGIES

<https://www.aggregatetechnologies.com/careers>

Or email your resume to jobs@aggregatetechnologies.com.

Aggregate Technologies, Inc. is an Equal Opportunity Employer. Employment decisions are based on qualifications, experience, performance and other job-related factors.