



Rebecca Möller

Position: Founder / CEO

Company: SYMBiHOM, LLC

Years of Experience: 30 years

Education/Certifications: Civil Engineering,
Organizational Management and Leadership,
Certified Professional Estimator



We are the leading association for women in construction.

Our core purpose is to strengthen and amplify the success of women in the construction industry.

Our association is committed to championing women to impact the direction of the construction industry. NAWIC provides education, community, and advocacy for women.

Tell us about your company and what motivated the conception of SYMBiHOM.

I moved to the Bay Area in 2017 to oversee high-rise residential towers in San Jose. I soon began to understand that while there were entitlements and project boards advertising developments, the numbers did not work; a lot of re-entitlements but no shovels in the ground.

California was and is in a housing crisis. Traditional methods cannot possibly meet the demand of the working class renter or buyer. I saw a replicable / scalable model in repurposing garages into code-compliant living units to serve the working class, especially for young professionals to have an affordable place to live near work. In response, I created CA Housing and Community Development-approved prefabricated modular unit to transform the garage in a matter of weeks.

What initiatives, if any, does your organization have specifically to empower women?

As the founder and CEO, I welcome other women to join me on my mission to create affordable workforce housing at scale; finding tradespersons and women-owned firms in the non-commercial residential realm has been a challenge; I would very much enjoy women tradespersons to participate in my installations



LARGE STUDIO WITH ADA BATH, 2 CAR GARAGE, 22' WIDE

What positions have you held prior to your current role?

Manager of Energy Innovation, Single Point of Accountability Project Lead, Cost Controls Manager, Pre-Construction Services Manager, Manager Tenant Improvements, Project Manager, Design Development Manager, and Project Engineer.

At what point in your life did you realize or decide construction would be your career, and why?

I studied engineering knowing I needed to make a living for myself. I then dabbled in product engineering design and landed at a global cost consulting company where I was trained as a quantity surveyor and estimator with automated cost and productivity correction factors around the globe.

The conceptual skills I possessed in cost from this training made me a valued and innovative contributor to construction companies. I enjoyed solving puzzles, so creating cost-effective solutions and innovative approaches was fun and construction paid well; although at the beginning of my career my wages were not equal to those of the men I worked with.



Is the nature of your position consistent or do you find yourself dealing with new challenges regularly?

I have shifted my large commercial construction career into residential single family homes, change of use.

Finding excellence in the workforce and competent design professionals in this realm has been challenging.

How does the reality of your career differ from the expectations you had before becoming a construction industry professional?

I do not know the difference, as I have been in construction my entire career. I will say starting at a global cost consulting firm, being trained as a quantity surveyor and estimator, provided a leg up when I joined a my first large construction company. However, my experience with male peers has been challenging; the misogyny amazed me. This was quite disappointing as I did not grow up in a family with gender bias.

How long did it take for you to feel you were fully grasping your industry and/or current role?

It is really about opportunity. I grasped it earlier, but found barriers to gain equal pay or advancement equal to the men. When I started my own company and was in charge, I felt the greatest reward because I possessed the power to oversee and direct all facets of the project.

What have been main challenges in the industry?

Being a woman.

Men can make mistakes and it's no big deal. A woman on the other hand loses credibility.

What is your proudest accomplishment in your career, and why?

Starting my own consultancy to protect the interest of Fortune 500 companies and successfully completing mission-critical projects, leveraging my hands-on experience on large commercial construction projects as the lead. My success taking projects from end to end, or turning projects around for my clients, energized me. Plus I had the satisfaction of delivering the end product with integrity.

What is your favorite part of working in construction?

Building, optimizing and creating great solutions.

“Persevere; find other powerful women outside your office to be a mirror and mentor to you. Do not stand down!”



What advice would you give the next generation of women entering the construction industry?

Teach your children how to use tools and let them create. If you did not have the opportunity, then start to learn.

Also, learn how to estimate cost. Every decision has a cost implication; you cannot make good judgments without understanding cost of your decisions.

Persevere; find other powerful women outside your office to be a mirror and mentor to you. Do not stand down!



What do you enjoy doing outside of work?

I have three adult daughters with whom I enjoy time as is possible. I love to be in nature, especially the redwoods and the ocean.

Listening to uplifting books; I listen while I hike as it seems to sync with my steps as I listen and think.

Fun fact about you?

I am a mother of three amazing grown daughters and I am a poet.

Do you have a quote, book, or podcast recommendation you would like to share or feel inspired by, and why?

I am a poet as a result of years of journaling, honing my ability to put words to my feelings.

I think the human condition is the most important aspect of life to learn. *Letters to a Young Poet* is a read then reread; each time you read you are a different person. Rilke creates a prism with his words.

Any other information you would like to share?

I have completed over 22 million SF of commercial real estate, worth over \$10B, in lead roles overseeing design/cost/construction, representing many Fortune 500 companies. That is the experience behind SYMBiHOM; a national solution to create additional housing everywhere it is needed, at an affordable rate and at scale, quickly.

