Job Title: Superintendent
Reports To: VP Field Operations
Department: Operations
Salary: $90,000 - $160,000
Status: Salaried, Exempt
Benefits: After 60 days of employment
Date of Hire: Immediately

Job Type: Full Time

General Purpose

The Senior Superintendent is responsible for the overall field management of a designated project including scheduling, subcontractors, personnel supervision, project staging and sequencing, safety and storm water requirements, quality control, and direct responsibility for field labor budget.

Duties and Responsibilities

- Organizational skills, team based problem solving, proactive leadership and strong management techniques. Manage schedules, logistics, meeting leadership, safety, quality, and project goals.
- Leads all aspects of the company's safety culture. Investigates safety incidents and retrains staff as needed.
- Prepares project schedule on larger projects. Gathers input from project team and utilizes Lean principles as appropriate (NOTE: Will we be incorporated Lean practices?). Develops and updates project schedule for both preconstruction and construction activities.
- Identifies potential schedule impacts including scope, weather, manpower and changes, and facilitates mitigation plans for these impacts.
- Participates in monthly cost and margin forecast reviews with the project team.
- Develops work plans for subcontractors and self-performed work.
- Leads various meetings including daily standup and weekly trade meetings.
- Follows the project filing and documentation organization system as dictated for the project. Updates drawings, logs, diaries, and inspection notebooks.
- Approves and/or records unit cost information for weekly reports and completes daily reports, logs and tracking reports.
- Manages timecard approval process to ensure reporting of accurate hours and proper cost codes.
- Manages material and equipment needs for the project.

- Ensures quality compliance through use of specifications, setting quality standards, in–house QA/QC and outside resources.
- Supports the project closeouts by supervising pre-punch activities and coordinating activities with the owner, architect and governing authorities.
- Able to run a project and oversee multiple projects simultaneously.
- Run large crews.
- Lead by example and assist in training, mentoring and betterment of company resources.
- Assist in areas such as scheduling, site logistics, labor and budget projections, safety, preconstruction, and warranty.
- Manpower allocation.
- Interact with Project Managers, Business Group Leaders, and the Vice President of Field Operations.
- Assist on the training and safety committees.
- Participate in the interview process for new hires.
- Equipment allocation and servicing. Using our in-house resources to their fullest and researching practic additions to our resources.
- Off-hour response to projects.
- Communicates key project information to owners, design team, governing authorities, subcontractors, suppliers and other departments.
- Assist in the implementation of the warranty program.
- Participate in all preconstruction subcontractor meetings.
- Supports the project closeouts by supervising pre-punch activities and coordinating activities with the owner, architect and governing authorities.
- Plan / schedule work in accordance with start-up schedule.
- Assist with implementation and interpretation of safety programs.
- Ensure all company, department, and technical policies, procedures, standards, etc., are adhered to. Interpret policies as required.
- Control and monitor site logistics.
- Prepare and maintain all required documentation and records according to State & Federal compliance as well as company procedures.
- Provide leadership.
- Oversee the procurement and management of construction permits to include inspections by respective governing agencies. Assist project team in maintaining accurate as-builts of the construction site conditions by utilizing various software such as BIM 360.

Skills, Knowledge, Qualifications, & Experience

- Minimum 10 years in the commercial building industry.
- Minimum 7 years managing projects in the Superintendent's capacity for commercial general contractor.
- Managing work as a Superintendent for a general contractor who self-performs concrete and carpentry labor.
- Strong scheduling, quality, safety, and field management experience.
- Successful management of complex projects.
- Experience with CMiC preferred but not required.
- Experience with Procore preferred but not required.
- Experience with BIM 360 preferred but not required.
- Experience with P6 Primavera scheduling software.
- Experience with Microsoft Project scheduling software.
- Experience in a diversity of project types.
- Motivational leadership to others in the Company
- Assumption of corporate-level responsibilities in alignment with Company goals.
- Training/support/mentoring for members of the project team.

Benefits

- 401(k) matching
- Health Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Paid Time Off (PTO)
- Professional Development Assistance

Sky Blue Builders is an ESOP company (employee stock ownership plan) that gives workers ownership interest in the company in the form of shares of stock.

This description is not intended, and should not be construed, to be an exhaustive list of all responsibilities, skills, efforts, or working conditions associated with this job. It is intended to be an accurate reflection of the principle job elements essential for making compensation and employment decisions. Sky Blue Builders reserves the right to modify or change the duties or essential functions at any time.