



Site Superintendents / Managers

Permanent, Full-Time

Peterborough, Ontario

(File Reference: SSHC-2017)

We are conducting a search on behalf of our Client, a successful Global Construction Contractor for their operations hub in Peterborough, Ontario. Our Client specializes in large-scale public works and infrastructure projects. The Company has a tradition of quality workmanship and project excellence while maintaining an excellent safety record, and a commitment to exceptional project delivery.

Candidates must have:

- 1. Work experience in heavy, civil infrastructure construction (bridges, tunnels, viaducts and hydropower projects, as examples).**
- 2. Proven experience in be a team leadership role with responsibility for performance management, technical guidance, coaching, and managing trades and sub-contractors.**

Job Summary:

The Construction Supervisor / Superintendent is responsible for maintaining the daily performance goals of the project's workers, including sub-contractors, and coordinating work efforts to ensure activities are sequenced correctly. Candidates must be versed in various construction trades so that he/she may accurately inspect and evaluate the multiple scope elements on a project. This includes evaluating workmanship and quality, ensuring the project schedule is being met, reviewing any plan discrepancies in the field, coordinating activities between subcontractors and resolving any disputes which may arise on the job site. Candidates must be ready to take on unique challenges daily, with the responsibility of keeping projects on schedule and in budget.

Duties and Responsibilities: As a key participant in the relationship with the company, other contractors, and clients, the Supervisor/Manager has the following specific areas of responsibility:

- a) Safety:** Must provide leadership that results in a safe work culture, is responsible and accountable for the safety of the crew under his/her direction, and must understand and accept the importance and legal liability of the role.

b) **Leadership and Supervision:** Coordinates the crew, and must understand and consistently apply the Project Manager's policies. Responsible for coaching, developing and directing staff, including taking corrective action when required. Experience working in a union environment desirable.

c) **Planning and Scheduling:** Accountable for following project plans and schedules and ensuring that crews under his/her direction perform daily and weekly activities to meet production goals.

d) **Employee Relations:** Champions an inclusive employee relations culture, is accountable for the adherence to policies and procedure by the crew to ensure a respectful and inclusive work environment.

e) **Quality Control:** Accountable for ensuring that the completed work meets quality standards.

f) **Administration:** Accountable for the preparation of reports and project documentation as required, including site foreman's log and site reports, daily production records, daily time keeping. Recommending personnel actions such as hiring, releasing, promotions and discipline.

Education/Experience, Knowledge and Skills:

- At least 5 – 10 years progressive experience in the general contracting industry as a Site Supervisor with focus on heavy, civil infrastructure projects.
- Trades-person, Journey-person, Engineering or related background and credentials. Experience with reading/checking architectural drawings and blueprints.
- Strong self-starter and self-driven individual who leads by example.
- Must have mathematical, analytical and problem solving skills.
- Must have excellent attention to detail and high level of accuracy.
- Strong ability to work well and build relationships with Trades, Suppliers and other team members.
- Valid Driver's Licence.

Compensation: An exceptional compensation package is provided including group health benefits, company vehicle and company-paid mobile technology.

For further position details and consideration, highly qualified Candidates are invited to submit their resume information in confidence to (please quote the File Reference number above):

Recruiting Manager

SHRP Limited | www.savinohrp.ca

hr@savinohrp.ca

All Applications treated confidentially. While we appreciate all applications, we can only contact those individuals selected for interview.

We are committed to providing accommodation for persons with disabilities.

Accommodation will be provided as part of our hiring process (if accommodation is required, Applicants are requested to make their needs known in advance).