

**Stuart Olson Dominion
Superintendent
All Locations**

Responsibilities

Reporting to the operations manager in the regional office, the successful candidate will assume responsibility for all aspects of project execution including:

- Participate in business development and preconstruction activities such as project opportunity interviews, schedule development, construction sequencing and value engineering.
- Develop and execute the project strategy that meets the project's required performance, schedule and profitability targets. Meet or exceed these targets.
- Assist with the prequalification and bid clarification of trade contractors with regard to scope of work, costs and schedule.
- Work closely with the project manager, owner, consultants, trade contractors, inspectors, regulatory agencies and other stakeholders to identify, develop, implement and support cost-effective project delivery.
- Implement health, safety and environmental procedures on site in accordance with legislation and company policy to ensure safety of all workers and protection of public.
- No lost-time accidents.
- Effectively manage own workforce, equipment, materials and trade contractors to attain targeted profit, specified quality and on-time delivery.
- Achieve project schedule milestones by implement post-it note scheduling sessions, developing accurate six-week look aheads and identifying weekly deliverables for own forces and trade contractors.
- Implement corrective action where necessary to catch up and meet key milestone dates.
- Identify, address and resolve issues and problems as or before they occur.
- Develop and maintain positive relationships with client, consultants, suppliers and trades.
- Maintain the highest standards of professional ethics and integrity when representing Stuart Olson Dominion.

Personal Attributes

- Assertive
- Results focused
- Passionate about construction
- Seeks challenges/likes pressure
- Risk adverse
- Outgoing/ Persuasive
- Proactive/sense of urgency
- Self reliant/self disciplined

Skills

The skills that a Superintendent brings to the project team are:

- Leadership
- Decision making
- Plans and establishes priorities
- Organizes activities of others
- Problem solving/controversy resolution
- Communication:
 - Technical explanations
 - Active listening
 - Ability to communicate directly
 - Initiate difficult conversations
- Relationship building
- Meet specific deadlines

Performance Expectations

- Zero lost time accidents.
- Project is completed within targeted schedule.
- Project meets or exceeds targeted gross profit margin.
- Constructability issues are addressed in advance of sub-trade tendering.
- Development of qualified project managers, estimators, project assistants, and superintendents within the accelerated development programs and “people. building. people.” human resources strategy.
- Positive relationships:
 - Develop new relationships with clients, consultants, suppliers and trades
 - Enhance relationships with existing clients, consultants, suppliers and trades
- Blueprint is practiced by self and all personnel on site.

Education & Experience

This position requires a mature, experienced construction site superintendent possessing well-developed people and supervisory skills and sound business judgment. He/she has a demonstrable record of success on large-scale projects (\$40Million+) together with effective decision-making capabilities.

The successful candidate will have post secondary education leading to P. Eng., CET, or Journeyman status or comparable trade experience, Gold Seal Certified. He/she will have a minimum of 8 years of “hands-on” experience in the capacity of site superintendent. This experience should include direct site management of large commercial, high-rise, and/or institutional construction.



Essential skill requirements include planning, scheduling, cost control, safety and construction technology. Excellent interpersonal and communication skills (written and verbal) and leadership abilities along with a strong team orientation are required.

The individual will be a self-starter and possess a strong work ethic with a self-imposed desire to exceed everyday expectations. In addition, he/she will have a high degree of personal integrity and serve as a mentor to co-workers.

The capacity to grow beyond this position is available.

Compensation

Base Salary:	To be negotiated
Short Term Incentive:	Annual bonus dependent on company profit and individual performance
Stock Purchase Plan:	5% matching by company
Benefits:	Employer paid, comprehensive health, dental & vision care beginning on 1 st day of employment
Group RRSP	Includes 5% matching retirement savings plan

Additional Information

Apply Via Company Website: www.sodcl.com