



Essential Projects Superintendent

This person is responsible for all construction site supervision -working with the project manager- to deliver on-time and on-budget superior quality **commercial construction** projects with **short durations**. They **lead teams** of employees of varying skill levels, of varying trades, and self-perform units to complete projects in client facilities, through scopes of construction that may include footings, foundations, framing, hanging doors, casework, suspended ceilings, etc. The most successful person in this role can effectively prioritize and **handle pressure** in a fast-paced environment while remaining **flexible** and keeping a positive attitude at all times. Interfacing with clients is critical, requiring the highest levels of **customer service**.

The O'Shea Essential Projects Superintendent utilizes Lean construction processes such as Takt Planning, Last Planner System, 8 Wastes of Lean, and 5S to deliver successful outcomes. The Essential Projects Superintendent builds effective relationships with team members, internal and external customers, suppliers, design partners, and trade partners. This person consistently supports and upholds the O'Shea Way Culture, Processes, and Values at all times; this person is driven to create an exceptional construction experience for all stakeholders.

Responsibilities

- Provide daily planning, organization, leadership, mentorship and supervision to **multiple construction** projects, simultaneously.
- Create a safe, clean, and productive environment on the jobsite through the use of **Keep It Safe – Keep It Clean – Keep It Lean** principles.
- Build and continually reinforces a positive, healthy and respectful **team culture**.
- Manage risk on projects by ensuring **compliance** with **OSHA** safety regulations and all O'Shea safety processes, procedures, site specific safety plans, safety audits and inspections, Let's Talk Safety, discipline, enforcement, coordination with Safety Consultant, and safety metrics.
- **Inspect jobsites** to proactively identify any safety or construction issues.
- **Lead and coach** trade partners through Pull Plans, 6 Week Look-Aheads, Weekly Work Plans, Daily Huddles and/or other regular onsite, planning meetings.
- Deliver on O'Shea contractual requirements for each project as Partner, Expert, or Specialist.
- **Coordinate** and **communicate** daily with the project manager, trade partners, architect/engineer, and/or clients on matters pertaining to schedules, milestones, action dates, and costs.
- **Manage** trade partners and lead O'Shea team members.

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- Complete daily progress **reports** and review trade partners' reports.
- Create and manage project schedules and trade partner **sequencing**.
- Oversee **all** time, material invoices and trade partner change orders.
- Ensure implementation of **quality control plans**, including project audits, and maintaining a thorough understanding of specification requirements.
- **Ensure adherence** to building plans, specifications, codes, and regulations.
- Coordinate and **track** project tools and equipment.
- Maintain **procurement log** as a toll for alignment with project schedule.
- **Timely and accurate completion** of change orders, RFIs, submittals, permits, cost coding, job closeout and job warranty.
- Oversee inspection systems, final inspections, testing, punch lists and close out.
- Always **represent O'Shea** in a highly professional manner to all internal and external clients, customers, stakeholders, and the public.
- Consistently **uphold** the O'Shea Way processes and procedures as well as the O'Shea mission and core values.

Skills

- **Highly effective interpersonal** and management skills with the ability to **lead a diverse group** on commercial construction projects.
- Ability to **build** and maintain a **healthy team** culture on the jobsites, recognizing that "We build People that build things for People".
- Adept in change leadership and bringing teams and individuals through any variation in projects.
- Genuine understanding of LEAN, Last Planner, Takt, 8 Wastes and "Keep it Safe – Keep it Clean – Keep it Lean" concepts.
- Ability to read and fully understand construction **specifications**, drawings, and notes.
- Advanced **communication** skills, including running meetings and public speaking defined by clarity in project planning and strategy.
- Strong attention to detail and a strong adherence to personal organization.
- Capacity to prioritize, and **handle pressure** in a fast-paced environment while remaining **flexible** and keeping a positive attitude at all times.
- Advanced analytical and **problem-solving** skills.
- Working knowledge of construction scheduling, cost and quality control, and project logistics.
- Project setup and overall management including site logistics planning.
- Advanced MEP/FP systems knowledge, crane set-up and procurement, shoring and other complex construction means and methods.
- Proficient with permitting and compliance.

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- Able to generate flow on a project, removing roadblocks along the way.
- Capability to utilize project management computer systems and technology onsite.
- An ideal team player: Humble, Hungry and Smart
- A construction professional that dresses the part, speaks the part, acts the part, and intentionally leads by **learning, growing,** and being **accountable.**

Qualifications

- Minimum **10 years** of experience in commercial and/or industrial construction with project scopes upwards of \$10M or more.
- Minimum **3 years leading multiple trades** on ground-up or interior renovations of \$1M-\$10M.
- High school diploma or equivalent.
- **Proven success** with construction scheduling, cost and quality control, project logistics and project schedules.
- Successful use of Lean construction practices required, Last Planner System preferred.
- **Track record** of proven leadership and teamwork within a diverse stakeholder environment.
- Expert knowledge of standard practices in **Construction Management Codes** and best practices.
- 30-Hour **OSHA** training certification required and solid understanding of construction/OSHA-related laws and regulations.
- CPR, First Aid certified
- Ability to travel among various locations and sites, daily
- Must be fluent in English.

Working Conditions

Field environment and construction work sites where the employee will be exposed to moving mechanical parts, high precarious places, fumes or airborne particles, outside weather conditions, risk of electrical shock, moderate to very loud noise. Ability to climb permanent and temporary stairs, ability to climb ladders and negotiate work areas under construction. Standing, sitting, walking, lifting, carrying, reaching, handling, hand/eye/foot coordination, repetitive motions, talking, hearing. Occasional lifting/carrying up to 50 pounds.

****O'Shea Builders is an equal opportunity employer.*

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