



Senior Superintendent

Wage: \$53.74 per hour

Overview

This person is responsible for construction site leadership -working with project management teams- to deliver on-time and on-budget superior quality commercial construction projects. The Senior Superintendent promotes synergies among multiple trade partners in field operations, allocation of staff, work processes, and the interface with scheduling, pre-construction, and BIM. This person is an influential leader who achieves operational excellence by building balanced teams and reducing risk on projects involving General Contracting, Construction Management, Design Build, and Civil construction.

The O'Shea Senior Superintendent utilizes expert knowledge of the O'Shea Production System with Lean construction processes such as Takt Planning, Last Planner System, 8 Wastes of Lean, and 5S to deliver successful outcomes. The Senior Superintendent develops and directs people, processes, resources, teams, and operations implementation in the field. This person builds lasting relationships with team members, internal and external customers, suppliers, design partners, and trade partners. The Senior Superintendent is an owner interface champion who consistently supports and upholds O'Shea culture, processes, and values always; this person is driven to create an exceptional construction experience for all stakeholders.

What You'll Do

- Provide planning, organization, leadership, mentorship and supervision of construction projects, improving all aspects of field operations.
- Create safe, clean, and productive environments on jobsites using **Keep It Safe – Keep It Clean – Keep It Lean** principles.
- Build and continually reinforce positive, healthy and respectful **team cultures** on complex projects.
- Manage risk 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.
- Provide business development and project development support in project pursuit for constructability review, logistics, phasing, operational impairment, schedule and client interviews.
- **Inspect jobsites daily** and is proactive in identifying any safety or construction issues.
- **Lead, train and coach** other field leaders, teams and trade partners through development and implementation of operational initiatives, and/or struggling project performance.
- Deliver on O'Shea contractual requirements for each project as Partner, Expert, or Specialist.

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- **Coordinate** and **communicate** daily with the project managers, trade partners, architects/engineers, and/or clients on matters pertaining to schedules, milestones, action dates, and costs.
- **Manage** trade partners and resources.
- Complete daily progress **reports** and review trade partners' daily reports.
- Create flow by managing project schedules and trade partner **sequencing**.
- Oversee **all** time, material invoices and trade partners 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.
- Champion the use of **procurement log** as a tool for alignment with project schedule and milestones.
- Ensure **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** O'Shea Production System processes and procedures as well as the O'Shea mission and core values.

What We're looking for in You

- **Highly effective interpersonal** and management skills with the ability to **lead diverse groups** on commercial construction projects.
- Mastery in **building teams** and maintaining a **healthy team** culture on the jobsite, recognizing that "We build People that build things for People".
- Adept in change leadership and bringing teams and individuals through any variation in projects.
- Mastery with executing LEAN, Last Planner System, Takt Planning, 8 Wastes and "Keep it Safe – Keep it Clean – Keep it Lean" concept on projects.
- 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 proposals, planning and strategy in all areas of a project.
- 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.
- Master of construction scheduling, cost and quality control, and project logistics.
- Project setup and overall management including site logistics planning.

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- Construction methodologies champion with advanced MEP/FP systems knowledge, crane set-up and procurement, shoring and other complex construction means and methods.
- Can oversee commissioning and is proficient with permitting and compliance.
- Able to generate flow on multiple projects, removing roadblocks along the way.
- Proficient use of relevant computer systems and technology onsite.
- An ideal team player: Humble, Hungry and Smart.
- An **influential leader** that dresses the part, speaks the part, acts the part, and intentionally leads by **learning, growing, and being accountable**.

Qualifications

- Minimum **15 years** of experience in commercial and/or industrial construction with project **scopes over \$5M**.
- Minimum **5 years of operational excellence leading multiple trades** on ground-up or large, complex interior renovations of over \$5M.
- High school diploma or equivalent.
- **Proven** expertise with construction scheduling, cost and quality control, project logistics and project schedules.
- Expert 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** excellence.
- 30-Hour **OSHA** training certification required and solid understanding of construction/OSHA-related laws and regulations.
- CPR, First Aid
- 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

Interested? Contact our People Operations Department at careers@osheabuilders.com or visit our website at www.osheabuilders.com.

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

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