

Commercial Superintendent

Full-Time | On-Site

Who You Are

We're not just looking for someone to manage a job site—we're looking for a leader. Someone steady under pressure, thoughtful with their communication, and knows how to keep a site moving forward with professionalism and purpose.

You believe that safety is culture, not compliance. That a great build starts with great coordination. That technology, when used well, makes your job easier and your team stronger. You keep things clear, calm, and collaborative. You know your numbers and your specs—but you also know your people. And you bring a level of care and precision that sets the tone for everyone around you.

You live our values:

- Leadership without ego
- Intentionality in every move
- Collaboration across roles and trades
- Results, always with quality
- Alignment with the bigger mission

If that sounds like you—you'll fit right in.

Who We Are

We're a tight-knit, high-performance team that believes in doing things the right way—together. We take pride in delivering quality projects for our clients, but even more in the culture we've built: where respect, accountability, and clear communication come standard.

There's no yelling on our sites. No chaos. No heroes. Just experienced professionals working with purpose and pride.

We believe in:

- Strong systems, smart tools, and thoughtful planning
- Supporting each other, mentoring others, and raising the bar
- Running safe, efficient, well-organized job sites
- Building great things—and a great place to work

How You'll Lead

We've got systems and expectations in place—your job is to bring them to life. Here's what success looks like:

- Lead the site. You run the daily operations—coordinating subcontractors, maintaining schedule, and ensuring safety is non-negotiable.
- Build the culture. You model professionalism, keep communication open, and maintain a high-performing job site environment.

- Keep it clean (in every way). Clean site, clean schedule, clean reporting—accurate, timely, and tech-enabled.
- Partner with your PM. You and the Project Manager are a true duo—sharing information, solving problems early, and staying in sync from start to finish.
- Handle the details. From inspections and punch lists to safety meetings and 3-week lookaheads—you're proactive and organized.
- Coach the team. You bring up Assistant Supers and field staff, and you contribute to a culture of learning, accountability, and pride.

What You Bring

- 5–7 years of construction management experience, with at least 5 as a Superintendent
- A collaborative, confident leadership style
- Comfort using tech tools like Autodesk Construction Cloud, Bluebeam, and Microsoft Project
- Strong communication skills—written, verbal, and visual
- OSHA certification a big plus

What We Offer

- Competitive salary
- Health insurance
- Paid time off
- Consistent 8-hour shifts
- A healthy, supportive team culture
- A chance to grow, lead, and take pride in what you build

Ready to Build Something Great?

If you're an experienced Superintendent who cares about how the work gets done—not just that it does—we'd love to hear from you.