

DESCRIPTION

Job Title: Superintendent

Company Description

As one of the fastest-growing real estate and construction companies in the Upper Midwest, Doran Companies prides itself on our quality of work, our dedication to clients, and our breadth of experience. Whether it's a historic renovation, a large scale shopping center, luxury residential development, our standard for excellence never wavers. Through hard work, integrity, and dedication to clients we have created repeat customers, been recognized numerous times, and developed strong relationships with the communities in which we work. Doran Companies is proud to present this portfolio of representative projects across market segments and locations.

Position Description

Leads People:

- Coordinate, plan and supervise project field activities with foremen, assistant superintendents, contractors and/or craft activities
- Conduct performance evaluations of foremen, general foremen, and assistant superintendents.
- Mentor and manage team members, time management, and developing client relationships.
- Foster strong teamwork orientation and be a resource for valuing and promoting diversity.
- Provide proactive and intentional leadership in developing the safety culture on the project site.
- Build strong cross-cultural relationships and influence others internally and externally at all levels of the organization and resolve cross-cultural conflict in a culturally appropriate way.

Drives Business Results:

- Maintain liaison with other functions to ensure all required materials, equipment, and inspections support the project schedule.
- Coordinate plans and specifications with design engineers, clarifying discrepancies.
- Partner with Project Manager during the construction phase to budget, manage, and forecast the following: craft labor, equipment, materials, small tools, consumables, and general conditions.
- Review project schedule and 3-week look ahead.
- Implement Doran Companies' ZERO Injury Safety Program on the project.
- Create and update project schedules and 3-week look ahead schedules.

- Select formwork systems and equipment.
- Develop and implement site utilization plan and establish crew sizes.
- Implement and understand project administration requirements in conjunction with the Project Manager.
- Analyze and resolve work problems, ability to determine work method alternative.

Develops Talent:

- Coach, mentor and train field personnel, foremen and assistant superintendents.
- Develop leaders through active career sponsorship and provide the right responsibilities and work assignments to cultivate growth.
- Support and encourage team member career learning and development.
- Seek self-development through feedback, new knowledge and opportunities for personal growth, career learning and development.

Champions Customer Service:

- Maintain relationships with customers, architects, union representatives, subcontractors, etc.
- Portray a positive attitude and demonstrate professional customer service skills.
- Ensure teams have the resources and support to provide far superior service.
- Create and foster a project team culture of far superior service to the customer.

Builds for the Future:

- Identify opportunities for performance improvement and process redesign.
- Achieve consistent outstanding results.
- Take care of and properly use company resources to ensure perpetuation of the organization for future generations.
- Manage site work and logistics efficiently, looking for ways to improve.
- Develop and manage strategies to address underutilization and/or inclusiveness.
- Demonstrated resource for valuing and promoting diversity.

Demonstrates Character:

- Demonstrate business operations and project leadership consistent with Doran Companies' values.
- Model exemplifying our code of ethics at all time.
- Ensure business operations are consistent with Doran Companies' values.
- Promote a respectful environment for all team members.
- Lead and promote healthy work/life balance.
- All other duties as assigned.

Qualifications

Basic Qualifications:

- High school diploma.
- Four-year college degree in one of the following: Construction Engineering, Civil Engineering, Construction Management, Architectural Engineering, or equivalent preferred or equal experience.
- Computer skills in Microsoft Office.
- Must have 4 years of supervision experience and 8 years of construction experience.
- Valid driver's license is required.

Preferred Qualifications:

- Must be open to change based on diverse input and feedback.
- Ability to adapt communication style to the speaker and possess a high degree of active listening skills.
- Record of including diverse team members when assigning challenging and high profile assignments.
- Must demonstrate emotional intelligence; being aware of the emotions of self and others.
- Strong leadership, communication, problem solving, initiative, and teamwork skill.
- Must be able to handle exposure to dirt, heat, water, noise, dust, vibration, and office environment.
- Must be able to walk, stand, and sit.
- Strong teamwork orientation.
- Positive attitude and professional customer service skills.
- Detail oriented.

Additional Details

Doran Companies is an Equal Employment Opportunity and Affirmative Action Employer

Currency: USD

Amount of Travel: Minimal Travel