



SUPERINTENDENT, HEAVY CIVIL

LET US INTRODUCE OURSELVES!

Sigfusson Northern, historically a family-owned business, has entered its 4th generation of ownership encompassing employee participation. Our primary focus is building strong and lasting relationships with our employees, our clients, and the communities we serve. Ongoing growth and diversification have positioned Sigfusson Northern at the forefront of heavy civil construction and general contracting, known for our ability to overcome any obstacle. Tough, reliable, and quality-driven, we consistently deliver the highest value. We know the north. We are multi-faceted. We help lift communities. We embrace new technology. And we are highly skilled.

WHAT THE ROLE IS ALL ABOUT!

Reporting to the General Superintendent, the Superintendent is responsible for overseeing the day-to-day operations of specific heavy civil construction projects. This includes managing project scheduling, supervising Foreman and field teams, ensuring strict adherence to safety protocols, and monitoring and controlling project budgets. The Superintendent will play a key role in coordinating resources, resolving challenges on-site, and ensuring projects are delivered on time and within budget. This is a remote-based position on a 20/10 rotation, with camp accommodations and flights provided.

ESSENTIAL CONTRIBUTIONS WE NEED FROM YOU!

- Mentor, lead, and provide direction for General Foreman, Foreman, and field operations team.
- Assess hiring and onboarding needs while managing labor costs and workforce efficiency.
- Review and approve daily reports submitted by Foremen on the project.
- Oversee the employee disciplinary process, including addressing performance issues, providing corrective feedback, and ensuring proper documentation of all actions taken.
- Assist with development plans for department staff and secure resources for their training.
- Communicate regularly with subcontractors, owner representatives, suppliers, and surrounding communities.
- Contribute to building relationships with the First Nation communities located near or involved in the project sites we are working on.
- Resolve conflicts that may arise on the job site, whether between team members, subcontractors, or stakeholders, ensuring effective communication and problem-solving.
- Provide regular updates to senior management or clients regarding project progress, highlighting key achievements, potential issues, and proposed solutions.
- Ensure compliance with company safety policies and actively participate in safety initiatives.
- Lead or assist in any job site accident investigation.
- Follow all company Health and Safety Program requirements and promote a safe work environment.
- Ensure adherence to all SNL policies and procedures.
- Ensure adherence to the QMS system within the department.
- Oversee cost control on the job, including discretionary spending, inventory management, and the handling and storage of major materials.
- Ensure adherence to the departmental budget.



- Review and approve timecards and expense reports for processing.
- Represent the company during onsite inspections, final inspections, and warranty period inspections.
- Ensure job equipment is being maintained and properly used.
- Assist in developing job procedures.
- Collaborate with fleet personnel to ensure necessary equipment is available for jobs.
- Promote and uphold the company's vision, values, operating principles, and goals.

WHAT WILL MAKE YOU A POSITIVE IMPACT?

- Minimum 10+ years of extensive experience in Heavy Civil Construction.
- Previous experience as a Superintendent leading a large team will be considered an asset.
- In-depth knowledge of construction processes, means, and methods is required.
- Experience in the mining and road construction fields will be considered an asset.
- Expert knowledge of rules, regulations and quality standards in heavy civil construction is required.
- Basic computer skills are required
- Ability to manage resources between multiple projects and have strong time management skills is required.
- Critical thinking and effective decision-making skills are required.
- Ability to work under pressure and meet strict deadlines while continuing to follow safe work procedures, company and project rules, regulations, and policies.
- Strong communication skills both verbal and written are mandatory.
- Strong accuracy and attention to detail is required.
- Must hold a valid driver's license.
- Must be able to pass a criminal record check and alcohol and drug test prior to employment.

READY TO JOIN US?

If you have additional questions related to this role, please reach out to **Corie McKay** directly and she will be more than happy to assist you! If you are ready to send us your application, please click Apply, attach your resume and submit it directly to **Corie McKay**!

Only those moving forward in the process will be contacted by our dynamic recruitment team!

EQUAL OPPORTUNITY EMPLOYER? YOU BET!

The finalized base pay for a successful candidate at Sigfusson Northern is determined based on several job-related influences such as experience, training, market demands, location, role expectations etc.

Sigfusson Northern is proud to be an employer who provides equal opportunities. Our team is successful because we consist of individuals from all backgrounds who contribute diverse experiences, perceptions, and skillsets that allow our company to continuously develop, grow, and succeed.

CAREER GROWTH? ABSOLUTELY!

Plan the Work – Work the Plan, Continual Improvement, We Care, Versatility, Do the Right Thing



We are known to work on challenging yet exciting projects, and we know our success comes from our people. Growth opportunities are available and your personal and career growth are a top priority for us. We are confident you will elevate your skillset and be provided with continuous learning opportunities throughout your entire career with Sigfusson Northern.

MENTAL, PHYSICAL, & FINANCIAL HEALTH FOCUS? ALWAYS!

WE CARE is one of our core values and we truly care about your mental, physical, and financial health. **Time to recharge?** Yes. We have a great work-life balance initiative which includes a competitive vacation program and flexibility. **Competitive salaries & benefits?** Yes. We are always ensuring our employees are taken care of and we offer an appealing compensation and benefits package, along with additional perks. **Financial support?** Sigfusson Northern provides access to financial outlets and has educational sessions to assist our employees with financial planning and preparation. We care about your future!

A COLLABORATIVE, MOTIVATING, AND FUN ENVIRONMENT? OF COURSE!

In your first few days, it's all about getting settled in, meeting your new teammates, and ensuring you have everything you need to be successful in your role. We care about first impressions, and we want to make sure you have the best one. Our onboarding experience is something we take seriously, and we want you to feel valued as soon as you walk through the door. We continuously put on exciting company events, celebrations, and have recognition programs to show our employees that we appreciate them, and we encourage collaboration, and a dynamic, strong, and positive workplace culture.