

Job Title: Superintendent

Location: Limestone Building Group, Hartselle, AL

Reports To: General Superintendent

Position Overview:

The Superintendent is responsible for the overall on-site management, coordination, and execution of construction projects from start to finish. This role leads day-to-day job site operations, ensuring projects are completed safely, efficiently, on schedule, and in alignment with Limestone Building Group's quality standards.

The Superintendent serves as the primary field leader and is accountable for coordinating subcontractors, managing schedules, maintaining job site safety, and upholding a high standard of excellence across all aspects of the project.

This role requires the ability to lift 50 lbs, the ability to sit for long periods of time, and a willingness to travel if needed.

The Superintendent will be responsible for upholding and modeling our core values:

- High Trust
- Proven Quality
- Uncompromising Safety
- Successful Collaboration
- Effective Communication

Responsibilities:

1. On-Site Management and Coordination:

- Lead and coordinate all daily on-site construction activities including scheduling, subcontractor management, and material deliveries.
- Develop, maintain, and enforce project schedules to ensure timely completion of work.
- Direct subcontractors and vendors to ensure work aligns with project plans, specifications, and timelines.
- Maintain complete and accurate job site documentation including daily reports, schedules, and project logs.

- Conduct daily site walkthroughs to monitor progress, identify issues, and proactively resolve challenges.

2. Quality Assurance and Safety Compliance:

- Ensure all work meets Limestone Building Group's quality standards and project specifications.
- Enforce all safety protocols and site-specific safety plans without exception.
- Lead safety meetings and communicate clear expectations to all subcontractors and site personnel.
- Identify and correct safety hazards immediately, maintaining a culture of accountability and care.

3. Resource and Equipment Management:

- Coordinate all materials, equipment, and subcontractor access to ensure efficient workflow.
- Monitor material usage and verify deliveries and installations for accuracy.
- Manage site logistics to maintain an organized, clean, and efficient job site.
- Track project progress and ensure alignment with schedule milestones.

4. Communication and Collaboration:

- Serve as the primary on-site point of contact between the field and office (Project Manager, leadership team).
- Maintain clear, consistent communication with subcontractors, vendors, and internal teams.
- Foster a positive, professional, and collaborative job site culture.
- Lead or participate in project meetings and ensure follow-through on action items.

5. Client Relations and Project Reporting:

- Represent Limestone Building Group professionally with clients, inspectors, and stakeholders.
- Provide regular project updates and communicate progress, challenges, and solutions.
- Address client concerns promptly and effectively while maintaining project integrity.

6. Leadership and Accountability:

- Take full ownership of job site performance, outcomes, and execution.

- Train, mentor, and develop Assistant Superintendents and field personnel.
- Hold subcontractors accountable to project standards, schedules, and expectations.
- Proactively identify risks and implement solutions to keep projects on track.

This role must complete all other duties assigned by the direct supervisor and/or upline leadership.

Qualifications and Skills:

- Proven experience in construction field supervision or superintendent role.
- Strong understanding of construction processes, sequencing, and job site operations.
- Ability to read and interpret plans, specifications, and construction documents.
- Demonstrated leadership ability with strong decision-making skills.
- Excellent organizational, problem-solving, and communication skills.
- Ability to manage multiple priorities in a fast-paced environment.
- Proficiency or familiarity with construction management tools and software (e.g., SmartBuild, Procore, Bluebeam).