



Proudly recognized as a CCA Gold Seal Employer - the national benchmark of professionalism in Canada's construction industry.

SUPERINTENDENT, GENERAL CONTRACTING

At Acres Enterprises, we believe people aren't just looking for jobs, they're in search of a lifestyle and culture that empowers, inspires, and fosters growth. That's why our collaborative and supportive work culture is at the heart of our success. It's the reason our team members choose to build their careers with us, while making an impact in the industry and the community at large.

At Acres, your growth is our priority. We offer an environment where there's an emphasis on both professional development and work-life balance. With benefits such as performance-based incentives, paid Acres Days, and opportunities to engage with the community, we ensure you're supported both personally and professionally.

Inclusion and diversity are central to our hiring philosophy. We value unique perspectives, implement equitable practices, and strive to create accessible opportunities where everyone can thrive. When you join Acres, you become part of a team dedicated to innovation, community impact, and shaping the future of the construction industry.

Our talented team of professionals, with varied subject matter expertise, can take a project from concept to completion. With over 600 years of combined construction experience and the use of cutting-edge technology, Acres is committed to bringing our clients' projects to market on time, on budget, and at the highest quality.

Watch the video [here](#) to discover the Acres Difference and start your next career adventure with us.

JOB TYPE: Full-time, Permanent

LOCATION: Kamloops, BC

SALARY RANGE: \$98,000 - 123,000 Annually



[acresenterprises.com](https://www.acresenterprises.com)



250.372.7456



hr@acresenterprises.com

THE ROLE:

To be responsible for the field planning, field management, and field execution of assigned General Contracting and Modular projects for various contract types, including fixed price, unit price, and cost-plus contracts. The objective is to manage field costs, productivity, efficiency, schedules, safety standards, and client satisfaction. This role ensures on-site construction is completed according to plans, specifications, and best construction practices, providing leadership to maximize project performance.

RESPONSIBILITIES:

Department Participation

- > Attend scheduled General Contracting Department meetings to review project progress, discuss issues, and plan resources.
- > Stay updated on industry developments, construction techniques, scheduling programs, and emerging technologies, sharing insights with the Project Manager.
- > Build expertise in construction contract formats, specifications, job costing, regulatory requirements, project scheduling, safety policies, and client-specific standards.

Field Management

- > Receive project assignments, review documentation, and conduct constructability analysis to fully understand scope, schedules, materials, and required subcontractors.
- > Prepare manpower plans and project schedules, identifying required field staff, qualifications, and expected duration on-site.
- > Develop procurement plans and manage subcontractor coordination, ensuring smooth execution of work.
- > Identify and apply for required permits related to construction activities, such as road closures, one call, overhead lines, etc.
- > Conduct pre-construction site visits, evaluate conditions, and arrange test hole digging if necessary to assess existing conditions.
- > Organize site setup, including signage, site office, tool crib, temporary power, and safety equipment.
- > Ensure all safety and first aid materials are on site, collaborating with the HSE Advisor to create a safety plan and JHA for the project.
- > Provide daily direction to Foremen, confirm changes to scope of work, and issue written confirmations.
- > Support Foremen daily, resolving site issues and minimizing impact on costs, quality, and schedule.
- > Review and approve daily cost sheets and labor costs to ensure project execution remains within budget.
- > Address on-site delays and recommend remedies to maintain project progress.
- > Perform three-week look-ahead reviews every two weeks to update schedules and ensure alignment.
- > Conduct safety audits, inspections, incident investigations, and participate in toolbox meetings.
- > Verify compliance with specifications and ensure quality workmanship by conducting daily site inspections.
- > Maintain detailed records of project activities, including weather, manpower, materials, equipment, rejected work, re-work, site visitors, problems encountered, schedule progress, etc.
- > Prepare cost sheets for third-party providers and monitor their performance to ensure project goals are met.
- > Coordinate and oversee field testing processes, such as compaction and concrete testing, to ensure quality standards are met.
- > Provide recommendations on work sequencing, material delivery requirements, and subcontractor scheduling.
- > Meet with client representatives weekly to align project priorities and schedules.
- > Assist with project completion processes, ensuring all deficiencies are addressed and securing client sign-off.



Human Resources

- > Participate in hiring processes for Foremen and tradesmen.
- > Provide coaching, training, and professional development for direct reports.
- > Conduct performance evaluations and provide feedback to direct reports.
- > Approve and manage field personnel vacation schedules to ensure uninterrupted project progress.
- > Support and actively promote safety standards, fostering a positive safety culture on-site.

CANDIDATE PROFILE:

- > Experience in leading projects, preferably in General, Industrial, or Modular construction.
- > 10 to 15 years of construction experience.
- > 3 to 5 years of experience in a senior site supervisor role, preferably as a Superintendent or equivalent, with proven experience in managing projects valued at \$2 million or more.
- > Relationships with Thompson Okanagan area subtrades is an asset.
- > Gold Seal Certification, or equivalent.
- > Uncompromising integrity and drive.
- > Performance management experience.
- > Motivated to further differentiate Acres as a professional, quality focused construction partner.

MISSION, VISION & VALUES:

- > **Mission** - We strive to achieve the highest standard of construction while continually exceeding our clients' expectations. Strong relationships with partners and clients are vital to our organization's success, and we value integrity and fairness in all our business dealings.
- > **Vision** - We are a talented team of diversified, tech-savvy, construction professionals who continually challenge the status quo. We innovate around traditional challenges to create opportunities, leveraging new technologies to achieve continuous advances in construction practices.
- > **Values** - Core values are our Acres rules that we live by -- the fundamental values exercised by our employees, personally and professionally. We are **Ambitious, Competent, Respectful, Engaged, and Supportive (ACRES)**. These values are reflected in our business practices, our partners we work with, and involvement in the communities we live and work in.

ACRES PERKS:

- > Highly competitive wages and comprehensive benefits
- > STIP (short term incentive plans) & LTIP (long term incentive plans)
- > A positive work-life balance, including paid Acres Days
- > Employee & Family Assistance Program
- > Training & professional development
- > Trade/skill certifications
- > Community involvement initiatives
- > Referral Program (Increased compensation incentives for both the referred and referring employee)
- > Return to work bonuses

We're here to support you! If you need assistance or have specific needs during the application process, please reach out to our Human Resources Department at hr@acresenterprises.com.

We welcome applications from everyone as an equal opportunity employer and appreciate your interest in joining our team. Be sure to review the application requirements for each position before applying. Only candidates selected for the recruitment process will be contacted.

Ready to apply? Submit your application online at acresenterprises.com/careers



acresenterprises.com



250.372.7456



hr@acresenterprises.com