



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

FOREPERSON, CIVIL 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: Kelowna, BC

HOURLY RANGE: \$43 - \$45.65

THE ROLE:

The Civil Construction Foreperson is responsible for directing, organizing, and coordinating all on-site civil contracting activities related to crews, equipment, and assigned scopes of work under cost-plus, unit price, or lump-sum contracts. This role ensures projects are executed safely, efficiently, and in full accordance with plans, specifications, and best construction practices.

The Foreperson provides leadership in managing field productivity, cost control, and client satisfaction. Reporting to the Project Superintendent, the Foreperson plays a key role in fostering positive relationships with clients, subcontractors, and team members while upholding Acres' standards of safety, quality, and professionalism.



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



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RESPONSIBILITIES:

Department Participation

- > Attend weekly meetings with the Project Superintendent, Project Manager, Project Coordinator, and other team members to review progress, manpower, and equipment planning.
- > Stay current on developments in construction methods, safety protocols, and equipment innovations.
- > Build and maintain relationships with subcontractors and suppliers to ensure successful field execution.
- > Continuously develop skills in reading and interpreting drawings and specifications, scheduling, safety management, and employee leadership.

Field Supervision

- > Review project documentation, including drawings, specifications, and contracts to confirm scope and constructability.
- > Identify and communicate out-of-scope work or potential changes to ensure proper cost management.
- > Assign and supervise crews including Lead Hands, Operators, and Labourers, while ensuring clear understanding of daily tasks and objectives.
- > Plan equipment, rentals, and materials required for efficient project execution.
- > Participate in project start-up meetings and collaborate on scheduling, sequencing, and material delivery requirements.
- > Oversee third-party contractors, verifying documentation, purchase orders, and service tickets.
- > Maintain accurate daily logs detailing manpower, equipment, hours worked, and progress updates.
- > Lead daily toolbox meetings and enforce compliance with Acres' and client safety standards.

Project Execution & Coordination

- > Ensure all site activities follow approved construction execution plans and procedures.
- > Review job cost reports, monitor progress against budgets, and identify corrective measures as needed.
- > Conduct site inspections to confirm quality workmanship and adherence to specifications.
- > Manage Requests for Information (RFIs), site clarifications, and coordination with project management and client representatives.
- > Maintain strong communication and documentation practices including as-builts, reports, and field correspondence.

Safety & Quality Assurance

- > Collaborate with Safety Advisors to establish and implement safety procedures and ensure compliance with OH&S and client requirements.
- > Conduct daily Job Safety Analyses (JSAs), inspections, and incident investigations as required.
- > Promote a strong safety culture by identifying potential hazards and maintaining clean, organized work areas.
- > Ensure all testing and quality control activities meet client and regulatory standards.

Financial Oversight

- > Monitor labour, equipment, and material costs daily to maintain budget compliance.
- > Approve timesheets, job cost codes, and equipment usage logs.
- > Participate in regular cost reviews with the Project Superintendent and Project Coordinator.



Human Resources

- > Mentor and support direct reports; identify training needs and recommend development opportunities.
- > Conduct verbal and written performance reviews and support crew succession planning.
- > Mentor, coach, and support direct reports to develop their technical and leadership skills.
- > Conduct verbal and written performance reviews and identify opportunities for training and growth.
- > Recommend promotions, reassignments, or disciplinary actions as needed.
- > Provide vacation plans in advance to ensure project continuity.
- > Foster collaboration, respect, and teamwork within the crew and across departments.

CANDIDATE PROFILE:

- > 8–12 years of civil construction experience, with 2–3 years in a supervisory role.
- > Strong technical knowledge of drawings, safety, material handling, and civil work scopes.
- > Proven leadership experience with field crews and subcontractors.
- > Knowledge of job costing, productivity tracking, and field documentation.
- > Experience on industrial job sites such as mining, utilities, or heavy civil projects is an asset.
- > Gold Seal Certification or equivalent is preferred.

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