

Foreman, Construction

Job Summary

The Foreman plays a critical leadership role in managing field operations, ensuring safety, productivity, and quality across all phases of construction projects. This position exists to lead trade teams, coordinate resources, and uphold company standards while delivering successful project outcomes.

Foreman Expectations

Planning

- Contribute to project planning and scheduling
- Coordinate manpower needs and resource allocation
- Ensure timely material take-offs and deliveries
- Maintain accurate daily reports

Production

- Inform trade teams of project plans
- Monitor team productivity and progress
- Troubleshoot production issues and escalate when needed
- Maintain tool inventory and labor allocation

Financials

- Understand contract scope and productivity metrics
 - Avoid project contingencies due to inefficiencies
 - Review of labor productivity reports weekly
 - Support change in order pricing and documentation
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Trade-Specific Expectations: A minimum of 1+ years of relevant experience relating to any of the trades listed below is required.

Sheetmetal

- Understand codes, specs, drawings, BIM models, and coordinate with fabrication shop

Plumbing

- Hold applicable plumbing license
- Attend BIM meetings and coordinate materials and drawings

Piping

- Understand piping systems, BIM models, and coordinate with fabrication shop

Quality Assurance / Quality Control (QA/QC)

- Oversee installations and perform quality walks
 - Ensure testing (duct leakage, pressure tests) is completed
 - Manage inspections and punchlist items
 - Provide accurate as-built documentation
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Qualifications

- Proven leadership in construction or mechanical trades
 - Strong understanding of safety, planning, and productivity metrics
 - Experience with BIM, drawings, and trade coordination
 - Excellent communication and organizational skills
 - Ability to mentor and lead teams effectively
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Core Responsibilities

A. Core Values

Uphold and promote company values: **Be Safe, Be Honest, Be Respectful, Be Innovative, Be Collaborative**

B. Safety

- Promote zero lost time and OSHA recordables
- Conduct weekly jobsite safety walks
- Ensure safety compliance for all personnel and trade partners
- Lead safety communication and PPE enforcement
- Support safe tool and equipment usage
- Assist with Method of Procedures (MOPs) for shutdowns and critical installs
- Coordinate crane and rigging services with subcontractors

C. Personal Leadership & Competencies

- Adhere to company policies and procedures
 - Exhibit a positive attitude and strong work ethic
 - Communicate timely and accurately
 - Mentor and lead tradesmen and support staff
 - Collaborate with project teams to resolve challenges
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Opportunities

- Career advancement within field operations and project management
- Continued education and training
- Participation in innovative and high-impact projects

Additional Requirements: Ability to pass a full background screening that includes a criminal background, drug test, driving record, and physical ability test.

Join our team and contribute to the success of our innovative and high impact projects. We offer career advancement within field operations and project management as well as competitive compensation and a supportive work environment with a collaborative innovative team. Apply today to be part of our dynamic team!

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Job Type: Full-time

Benefits:

- 401(k) matching
- Medical/Dental/Vision insurance
- Health savings account (HSA)
- Life insurance
- Paid time off (PTO)

Work Location: In person