

Project Superintendent

Job Overview:

Our continued growth has resulted in the need for an experienced **Project Superintendent** to join our Construction group.

Responsibilities:

Promotes & Enforces Safety Protocols: Leads efforts to eliminate or mitigate safety hazards on projects by adhering to and promoting safety practices and requirements.

Manages Project Planning: Oversees project planning processes to ensure team members understand contract documents, project schedules, and requirements.

Applies LEAN Principles: Utilizes planning tools and practices, including LEAN principles (pull planning, work packages, lookaheads, constraint logs, forecasting, etc.)

Develops Team Members: Coaches and develops direct reports through honest, regular conversations and feedback.

Understands Mechanical and Plumbing Systems: Acquires and maintains certifications and licenses related to mechanical and plumbing trades.

Ensures Quality and Compliance: Facilitates high levels of quality throughout planning, installation, testing, and inspection processes. Ensures all code requirements are met and manages best practices and procedures during various project phases. Actively engages in QA/QC process by completing QA/QC Checklists.

Coordinates Trade Activities: Coordinates between trades, subcontractors, and departments to ensure design, planning, sequencing, and materials meet or exceed project and customer expectations.

Optimizes Material Flow: Verifies that material flow during the project supports scheduled activities while minimizing waste and excess materials. Adjusts processes as needed.

Manages Tools & Equipment: Supports company guidelines and policies for tool and equipment use to ensure safety and availability.

Maintains Required Licenses: Holds necessary licenses and/or certifications required for the trade position.

Qualifications/Requirements:

- 4+ years of relevant experience.
- Knowledge of construction management processes, means, and methods.
- Possession of required trade licenses and/or certifications.
- Strong leadership, communication, and problem-solving skills.
- Excellent time and project management skills.

Preferred Qualifications:

- OSHA 30 or other relevant safety certification.
- Expert knowledge of building products, construction details, and relevant regulations and quality standards.

- Ability to read and interpret blueprints and understand coordination processes, including BIM drawings, submittals, specifications, details, and job orders.
- Working knowledge of the full construction process.
- Ability to manage and maintain planning processes.
- Competent in conflict and crisis management.

Work environment is field based. Requires walking, standing, climbing ladders, and working in varying temperatures. May require travel between project sites.

Additional Requirement: 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 competitive compensation/benefits package, career growth/advancement, and a supportive work environment with a collaborative innovative team. Apply today to be part of our dynamic team!

Comfort Systems USA, Inc., together with its subsidiaries, is an equal opportunity employer in all aspects of employment and prohibits discrimination and harassment of any type to all individuals regardless of race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, genetic information, or any other characteristic protected by federal, state or local laws.

Job Type: Full-time

Benefits:

- 401(k) matching
- Medical/Dental/Vision insurance
- Health savings account (HSA)
- Life insurance
- Short Term/Long Term Disability
- Paid time off (PTO)/Holiday Pay

Work Location: In person