

# CONSTRUCTION SUPERINTENDENT

## JOB DESCRIPTION

### POSITION: SUPERINTENDENT

### **MUST INCLUDE EXPERIENCE IN AT LEAST ONE OR ALL OF THE FOLLOWING PROJECT TYPES: HOSPITALITY, OFFICE OR MULTIFAMILY**

At Hardaway Construction Corp., our Superintendents are responsible for successfully completing the project. As the leader on our construction sites, the Superintendent helps to attain profit, quality, and schedule goals, ensure workplace safety, exceed the owner's expectations, and promote a positive company image.

At this time we are seeking multiple candidates with the following qualifications:

*Hospitality Superintendents* who have a proven track-record and experience building Hotel projects for brands including but not limited to: Hilton, Hyatt, Marriott, Sheraton, Wyndham, etc.

*Office Superintendents* who have a proven track-record and experience building multi-story, Class A office facilities and renovations to these type facilities. Experience with both steel and concrete structures, core and shell construction and interior build-out of tenant spaces is highly desirable. Tilt-up panel experience is a plus too.

*Multi-Family Superintendents* who have a proven track-record and experience building garden style apartments, high rise apartments, and Urban Wrap projects with 150 plus units. Condo and Assisted Living project experience is also beneficial.

As the Superintendent, you would have the following responsibilities:

- **CONTRACT:** Familiarity with building the project in accordance with contracts, documents, plans, specifications, subcontracts, purchase orders, etc.
- **SCHEDULE:** Working with the Project Manager to develop the project schedule; organizing all trades in relation to the schedule utilizing people, equipment and materials. Planning ahead by managing work on the critical path; developing and implementing a recovery plan in the event a delay occurs.
- **BUDGET:** Reviewing the cost status with Project Manager to maintain and improve margins.
- **QUALITY:** Establishing a high level of quality by which all completed work is measured; uses the punch system and quality control measures.
- **SAFETY:** Ensuring the project is maintained in an orderly, clean, secure and professional manner. Investigates and reports accidents and implements the company safety program. Our goal is zero accidents.
- **CUSTOMER SERVICE:** Going above and beyond to maintain excellent customer satisfaction at all times. This includes but is certainly not limited to attending all meetings with the Owner's Representatives and being available for feedback, questions and concerns.

## **OUR IDEAL CANDIDATE**

- Has at least 10 years of Hospitality, Commercial, Office, or Multifamily construction (must have at least one or all of these project types) experience, with 5 years in primary Superintendent position.
- Has an Associate's Degree or four-year degree in Engineering, Construction Management or Business. This is preferred, but not required.
- Has a strong understanding of building concepts, codes, regulations, laws and best practices.
- Is a team player.
- Is detailed oriented.
- Is directive and capable of mentoring up-and-coming Superintendents, and monitoring subcontractors.
- Is proficient in Microsoft Office products mostly using Outlook and Word Processing. We'll teach you what you need to know about ViewPoint, our Project Management System.
- Has good mathematical and analytical skills.
- If necessary, is available for ongoing travel as a road warrior, and able to work unaided in a non-traditional office environment. However, most of our work is located in Tennessee.
- Can perform with minimal supervision.

## **PERKS YOU'LL ENJOY**

- Living allowance for meals and apartment rent/hotel stay/RV parking if work is outside Middle Tennessee and required overnight stay;
- Company truck and credit card for gas plus work related purchases;
- Allowance for travelling home every three weeks, or as the project allows if work is outside of our area;
- Employer partially paid medical, dental and vision insurance are also available;
- Short Term and Long Term Disability;
- Basic Life Insurance;
- Employer matched 401K;
- Paid time off plus 8 company paid holidays per year after qualifying period;
- Social events;
- Operations Training and Leadership meetings;
- Stable company leadership plus friendships with many long time employees
- Possibility of earning project bonuses on each project completed

### Instructions for applying:

Please be sure to include your complete resume and project list (if applicable) when you apply and email to Stan Hardaway at [shardaway@hardaway.net](mailto:shardaway@hardaway.net).

We will contact you directly to request additional information, clarify your experience and/or to begin the interview process.

Thank you for considering us as your future employer!