Integrated Building SOLUTIONS

Job Posting

POSTING POSITION: Senior Superintendent

REPORTS TO: Operations Director

LOCATION: U.S.A.

Final determination of a successful candidate's starting pay will vary based on job-related knowledge, skills, education and experience. The pay scale listed for this position is generally for candidates that meet the specified qualifications and requirements listed on this specific job description. We provide a competitive compensation package that recognizes your experience, credentials, and education alongside a robust benefits program to meet your needs.

WHO WE ARE:

If you're tired of being a small player in a big company, Integrated Building Solutions ("IBS") might be the place for you to be seen, heard, and contribute. We are a small company with a nation-wide reach. We describe ourselves as being weird in an exceptionally good way because we care about doing the right thing for our customers and finding a way to get things done where other companies don't or won't. "We love spending our customer's money, but we hate wasting it." And the "weird" part is, we mean it.
IBS is a nationally recognized specialized general contractor in electrical, fire, and safety. We provide a life cycle of services including consulting, engineering, construction, commissioning, maintenance, and training throughout North America.

IBS runs on EOS purely. That means as a member of this team, you will have a leader who:

- Gives clear directions
- Makes sure you have the necessary tools
- Acts with the greater good in mind
- Delegates appropriately
- Takes time to truly understand your role and how you can help the company
- Makes their expectations clear
- has effective meetings
- At a minimum, meets one-on-one with you quarterly
- Rewards and recognizes your performance

ABOUT THIS ROLE:

As an EOS "Traction" company (**Right Person/Right Seat**) the successful candidate is a fully competent Senior Superintendent with functional knowledge and in-depth experience in commercial construction, including, but not limited to, electrical, fire, HVAC, and safety.

Specific responsibilities include:

- Be a leader in safety by complying and enforcing with safety requirements set forth by IBS and OSHA standards.
- Oversee and manage all IBS superintendents on a week-to-week basis ensuring safety, progress, and quality of work.
- Perform all phases of construction including, but not limited to assessments, installations, preventive maintenance, repairs, inspections, and commissioning.

- Oversee and manage subcontractors on a day-to-day basis when applicable.
- Interpret, understand, and comply with construction standards/codes ensuring accuracy and consistency are maintained.

This role will be accountable for quarterly and annual goals which can pay significant incentive pay:

- Daily Job Reports
- Securing New Warm and Hot Leads

ABOUT YOU (RIGHT PERSON):

You are the right person in the right seat if you have demonstrated skills that reflect our core values: We **CARE**, We **LISTEN**, We **ANTICIPATE**, We **INNOVATE,** and We **DO**. You bring a minimum of ten (10) years of experience working for an electrical design build contractor. You have thorough knowledge of NFPA and can produce on-time and profitable projects demonstrating the following:

- Travel – overnight travel approximately forty-four (44) weeks per year including a mix of day, night, and occasionally weekend work.
- Accountability – understands that he/she is fully answerable for the safe, timely, quality, and cost-effective delivery of projects under their oversight.
- Leadership – This role demands strong leadership in holding subordinate superintendents and field teams accountable, while personally owning outcomes, proactively resolving issues, and building a high-performance culture through mentoring and clear expectations.
- Creativity – you are a creative problem solver.
- Influencer – this individual is expected to sell ideas and help shape decision criteria with prospects and clients.
- Humor – our office environment is relaxed yet professional; a good sense of humor is required to fit within the culture.
- Inquisitive – this individual cannot be afraid to ask the questions that need to be asked.
- Client Relationship – this role is forward-facing with clients and is expected to ensure client acceptance and proactively search for additional opportunities.

You possess meticulous work habits including close attention to detail, time management, people skills, problem-solving skills, exceptional organizational skills, ability to effectively communicate and present technical information verbally and in writing via Microsoft Office applications (mainly Excel, Word, and PowerPoint).

ABOUT YOU (WRONG PERSON):

- You're looking for a temporary job.
- You don't want to continue learning.
- You are easily offended.
- You don't own reliable transportation.
- You're nervous about a background check.
- You can't or won't pass a drug test.
- You have a driving record with more than a couple minor blemishes.
- You believe society owes you something.

MINIMUM QUALIFICATIONS: *Any combination of education and experience that would likely provide the required knowledge, skills, and abilities is qualifying.*

Education: High School diploma with trade and/or college project management schooling or related field.

Experience: Minimum ten (10) years working for an electrical design build contractor required with fire and/or HVAC experience preferred.

Licensing: Electrical Journeyman or Master license required.

BENEFITS:

- Heath / Dental / Life / LTD
- 401(k) Safe Harbor
- PTO
- Incentive Plan
- Mobile Phone Allowance
- Fuel Allowance
- Professional development assistance
- Airline / Hotel / Rental Car Points
- Relocation Assistance

IBS is an equal opportunity employer and affords equal opportunity to all employees for all positions without regard to race, color, religion, gender, national origin, age, disability, veteran status or any other status protected under local, state, or federal laws.