

Job Description

| | | | |
|-----------------------|----------------------------|----------------------|--------------------------------|
| Position Title | Senior Site Superintendent | Business Unit | CRDS |
| Status | FT/Permanent | Work Location | On Site |
| Salary Range | \$100,000 - \$160,000 | Reports to | Vice President of Construction |
| Revised date | 08/07/2025 | | |

About us:

Lépine is well established as a premier builder and landlord in Eastern Ontario, and specializes in building premium, resort-style, multi-family apartment communities. We have built well over 10 million square feet of residential construction and continue to grow. The company's principals of uncompromising quality and investment in the future of real estate have been their guiding compass while charting a new course for the home building industry. With over 60 years of construction history and more than 40 multi-residential properties, Lépine has led the way in creating a new standard of living, unique in today's rental markets in Canada.

Lépine believes that when you build quality you build a solid investment. When living space is designed to reflect and connect with the beauty of the creation surrounding it, occupants are inspired to live a healthy and active lifestyle. Being active in nature and in the community fosters safe and respectful neighborhoods. These communities provide the structure of socially strong and prosperous cities which are in turn the foundation of this great country.

Purpose:

The Senior Site Superintendent will be a pivotal leader in the construction team, overseeing and coordinating all on-site activities to ensure the successful and timely completion of projects. This role involves managing construction teams, subcontractors, and suppliers, while maintaining a strong focus on safety, quality, and budget adherence. The Senior Site Superintendent will play a key role in project planning, scheduling, and problem resolution, collaborating closely with project managers and other stakeholders. With a background in construction management and a commitment to excellence, the successful candidate will contribute to the seamless execution of construction projects, ultimately helping to drive the continued success of our organization.

Responsibilities:

- Oversee site and ensure adherence to project timelines and budgets.
- Collaborate with project managers, architects, engineers, and subcontractors to ensure effective communication and coordination.
- Lead and manage on-site construction teams, subcontractors, and suppliers.
- Conduct regular site inspections to monitor progress, quality, and safety compliance.
- Implement and enforce company safety policies and procedures.
- Maintain high-quality standards by conducting regular inspections and addressing any issues promptly.
- Develop and maintain project schedules, adjusting as necessary to accommodate changes in project scope or unforeseen issues.
- Coordinate with various teams to ensure efficient workflow and timely project completion.
- Monitor project costs and work closely with the project management team to control expenses and minimize cost overruns.
- Provide input on budget development and cost estimates.
- Serve as a primary point of contact between the construction site and project stakeholders.
- Communicate regularly with project managers and other key personnel to provide updates on project status.
- Proactively identify and address challenges on-site, implementing effective solutions to keep the project on track.
- Collaborate with the project team to resolve any issues that may arise during construction.

Job Description

Requirements:

- English Essential, French is considered an asset.
- A bachelor's degree or diploma in construction management, civil engineering, or a related field. Relevant certifications or courses in construction management are also advantageous.
- A minimum of 15 years of experience in construction management or site supervision, preferably with a focus on residential or apartment developments.
- Experience working on multiple projects simultaneously and overseeing the construction process from start to finish is highly valued.

Role Specific Requirements:

- Proficiency in construction management software, such as Procore or Builder TREND, and familiarity with project scheduling software like Microsoft Project or Primavera P6 is an asset.
- Strong understanding of building codes, zoning regulations, and construction best practices.
- Demonstrated leadership skills with the ability to effectively manage and motivate on-site construction teams, subcontractors, and vendors.
- Excellent communication and interpersonal skills to liaise effectively with project stakeholders, including clients, architects, engineers, and regulatory authorities.
- Ability to resolve conflicts and negotiate effectively to ensure project success.
- Strong problem-solving abilities with a proactive and solution-oriented approach to addressing construction challenges and mitigating risks.
- Ability to make quick, well-informed decisions under pressure to keep projects on track.
- Deep commitment to workplace safety and adherence to all relevant health and safety regulations and protocols.
- Meticulous attention to detail to oversee quality control and ensure that construction work meets project specifications.
- Flexibility to adapt to changing project requirements, timelines, and priorities in a fast-paced construction environment.
- Professional demeanor with a strong work ethic, integrity, and dedication to delivering exceptional results.

Why work for us?

- **Competitive Wages:** *Earn more than just a salary – join a team where your hard work is recognized and rewarded.*
- **Inclusive Work Environment:** *Be a part of a diverse and welcoming workplace culture, where every voice is valued.*
- **Career Growth Opportunities:** *Forge your path to success with opportunities for professional development, mentorship, and advancement within our organization.*
- **Flexible Health Care Spending Account:** *Take control of your well-being with a flexible health care spending account that allows you to tailor your benefits to suit your individual needs and priorities.*
- **RRSP/DPSP Contribution Plan:** *Secure your financial future with our retirement savings plans, including RRSP and DPSP contributions.*
- **Referral Bonus Program:** *Share in our success by referring top talent to our team and be rewarded through our generous referral bonus program.*
- **Vacation Packages:** *Enjoy ample time off to rest, recharge, and explore with our competitive vacation policy, ensuring a healthy work-life balance.*
- **Paid Sick Leave:** *Prioritize your health and well-being without sacrificing income. Benefit from three paid sick leave days per year, ensuring you can take the time you need to recover.*

How to apply:

- **Visit:** <https://lepineapartments.com/careers>
- **Email:** careers@lepinecorp.com