

Taggart Construction Limited

Job Title: Superintendent

Reports to: General Superintendent

Salary range: \$115,000 - \$125,000

Location: Various locations Ottawa

About Us

For more than 75 years, Taggart Construction Limited has built the essential services people in Ottawa and Kingston use every day. Taggart Construction specializes in heavy civil construction, residential and commercial site servicing, sewers and watermain installation, site grading, and road construction across Eastern Ontario. But we build more than just infrastructure — we also build strong, lasting relationships with our partners and community.

As part of the Taggart Group, Taggart Construction is a proud, family-owned business benefiting from long-standing stability and continued growth, offering a variety of opportunities for those looking to get hands-on experience and build a lasting career. At Taggart, you will be part of something bigger, and what you do today will make an impact for years to come. We believe in your success.

Building integrity, quality, and community together.

About this Role

The Superintendent is responsible for the overall supervision of construction projects, crews and the foreman leading the crews. They may be responsible for several sites at any given time. The performance of the duties must ensure a quality approach to all employees, customers, subcontractors, general contractors, tenants, managers and suppliers. The Superintendent in coordination with the General Superintendent and the Vice-President of Construction is responsible for identifying issues, designing and carrying out policies and procedures that support the projects and initiatives of Taggart Construction Limited.

Key Responsibilities

- Develop, maintain, and adjust construction schedules, ensuring project milestones, budget targets, and timelines are met. Assist in estimating and budget development to support accurate project planning.
- Oversee total project execution, ensuring compliance with design, budget, and regulatory requirements while identifying and resolving conflicts within project teams.
- Manage site startup and coordinate all subcontractors, trade contractors, and suppliers to ensure smooth workflow and compliance with project specifications.
- Oversee performance of all trades, reviewing architectural and engineering drawings, conducting inspections, and addressing technical issues in collaboration with leadership.

- Facilitate weekly review meetings to assess progress, address schedule delays, and implement contingency plans as needed.
- Coordinates with the VP of Construction, General Superintendent and Project Engineering to resolve technical problems encountered during the construction phase.
- Enforce all company policies, safety programs, and occupational health and safety regulations while providing guidance on safe work practices.
- Participate in safety and incident investigations, ensuring timely reporting and compliance with legislative requirements.
- Supervise foremen and crews, ensuring clear communication of responsibilities, providing coaching and feedback, and assessing performance to improve efficiency.
- Identify training needs, coordinate professional development, and support hiring, promotions, and disciplinary actions as required.
- Monitor productivity levels and workforce efficiency, adjusting staffing as needed to optimize performance and reduce inefficiencies.
- Identify risks related to cost, schedule, and construction challenges, implementing mitigation strategies and participating in value management initiatives.
- Ensure quality control measures are in place, inspections are completed, and construction phases align with project specifications and client expectations.
- Other duties as required.

Education and Experience Requirements

- Minimum 5 years of experience as a superintendent in heavy civil construction.
- Post-secondary education in Civil Engineering Technology or formal technical training that is relevant to the field.
- Valid driver's license.
- Strong knowledge of blueprints, schematics, surveying, and construction plans.
- Familiarity with collective agreements, company policies, and contract management.
- Strong leadership, communication, problem-solving, and conflict resolution skills.
- Ability to manage high-intensity environments with strong attention to detail.
- Experience in project management, contractor coordination, and successful project execution.

Physical/Sensory Effort and Work Environment

- Fast-paced, loud, and busy work environment with multiple deadlines.
- Requires standing for long periods and working outdoors in various weather conditions.
- Travel between job sites is required.
- Use of computers and peripherals requires manual dexterity.
- Overtime may be required.

Accommodation Requests

The Taggart Group of Companies is an equal opportunity employer. All qualified applicants are considered without regard to citizenship, race, place of origin, ethnic origin, colour,

ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, or gender expression.

In accordance with Accessibility for Ontarians with a Disabilities Act, we're committed to providing accommodations for people with disabilities in all aspects of the recruitment and selection process. If you require accommodation or special assistance, please send an email to hr@taggart.ca with your request.

Thank You for Considering Taggart Construction Limited

Thank you for your interest in joining Taggart Construction Limited. We appreciate every application, but only those selected for an interview will be contacted. Please note that we do not accept unsolicited resumes from recruiters or employment agencies. Any such submissions become the property of Taggart Construction Limited and are not eligible for compensation.