

Superintendent

IS West, the Colorado branch of Kansas based Icon Structures, is a growing commercial general contractor specializing in pre-construction services, construction management, design-build, and general contracting. We believe in staffing our projects correctly and encouraging our team members to have a voice within the organization. Your efforts will directly impact our success.

We are seeking a qualified and motivated Superintendent to join our growing team in our Colorado Springs, CO office. IS West offers competitive salaries with comprehensive benefits including 401(k) with match, health and dental insurance, PTO, Truck with gas card, and a cell phone allowance. The salary range for this position is \$90k-\$130k.

We are also seeking Superintendents for our Wichita, and Manhattan, Kansas offices. Salary for these locations is based on experience.

Job Responsibilities

- Establish and maintain project schedule.
- Supervise carpenters and laborers.
- Keep subcontractors on task.
- Maintain culture of site safety.
- Work with project manager and project engineer to ensure a successful project.
- Develop and maintain a comprehensive site logistics plan.
- Establish the project specific Emergency Action Plan and review with safety specialist and all personnel onsite.
- Understand contract documents including submittals.
- Run meetings with subcontractors maintaining good records and ensure tasks are resolved, maintain and distribute meeting minutes.
- Participate in owner's meetings.
- Maintain clear and concise Daily Log entries in Procore, document all pertinent events and conversations.
- Maintain a record of field Purchase Orders and submit appropriate documentation.
- Understand project plans and specifications.
- Ensure quality on site and maintain records of any non-conformance.
- Maintain a clean job site.
- Manage handover to ensure all punch items are resolved and the owner is fully trained in understanding their bundling systems and maintenance. Schedule Icon manpower for the project as needed (timely and accurately).
- Assist with preconstruction efforts as required.
- Complete job on time and within budget.
- Understand building codes and ADA requirements.
- Directly responsible for stopping any hazardous situation onsite, never prioritizes schedule over safety.
- Mentors Icon Structures team members such as carpenters, foremen, and PEs.

- Effective oral and written communication with project team (internal and external).
- Promote Owner, Architect, and Consultant relationships.
- Understand and complete OSHA 30 training.
- Thorough understanding of construction means and methods.

Job Qualifications

- Minimum 5 years as a Superintendent with a General Contractor.
- Must have good references from previous clients & employers.
- Must be a resident of the United States.

Skills & Abilities

- Fast paced, self-starter who is detail oriented and organized.
- Highly motivated with a passion for construction.
- Detailed and accurate estimating of competitive bid, negotiated, design-build and CM at Risk commercial construction projects.
- Ability to accurately complete schedules, submittals, change orders, variance analysis, and pay requests within project timelines and budgets. Skilled in tracking variances and cost projections, detailed estimating, project scheduling, subcontract, and purchase order management, as well as collaborating closely with superintendents to ensure thorough construction oversight.
- Successful candidate must have thorough knowledge of contract negotiations and enforcement.
- Ability to work well in a team-based environment.
- Excellent written and verbal communication skills.
- Excellent Leadership skills.
- Conflict resolution skills.
- Ability to negotiate and effectively communicate with subcontractors and suppliers.
- Thorough understanding of construction means and methods.

Benefits

- Medical/Vision & Dental: eligible first of the month after 60 days of employment.
- Healthcare and Dependent Care Flexible Spending Account (FSA).
- Supplemental insurance opportunities available.
- Salary Range: \$90k-\$130k.
- Competitive paid time off, with increases based on tenure.
- Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving (2), Christmas.
- 401K retirement plan participation is available to employees after 60 days of employment. Icon matches employee's individual 401K contributions of 50% up to 5% of standard wages.

- Employee Assistance Program (EAP) offers free confidential assistance services to employees, spouses and dependents including counseling, financial and legal services.

How to Apply:

- Apply here: <https://icon-structures.com/apply/>
- Interested candidates can also forward a resume and cover letter to Rachel Starr: Rachel.starr@iswest-co.com

Equal Opportunity

Icon Structures is an Equal Opportunity Employer. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

