

Civil Foreman – TYBO Contracting

Field Operations – Lower Mainland, British Columbia

Are you an experienced civil construction professional who takes pride in leading a crew, getting the job done safely, and delivering quality work? Are you looking for an opportunity to grow with a company where your experience and leadership are valued?

Join **TYBO Contracting** as a **Civil Foreman**!

As a Civil Foreman, you will be responsible for leading and coordinating field crews to ensure daily production, safety, quality, and project objectives are achieved. You will work closely with the Superintendent and Project Management team to plan upcoming work, coordinate resources, manage production, and ensure work is completed efficiently and to project requirements.

The successful candidate will be a hands-on leader who can organize people and equipment, communicate clearly, solve problems in the field, and maintain a strong safety and quality culture.

Your Responsibilities

- Lead, organize, and coordinate civil construction crews to achieve daily production goals.
- Plan and coordinate daily activities in accordance with project schedules and Superintendent objectives.
- Plan upcoming work one week in advance and communicate manpower, equipment, material, and production requirements.
- Direct Labourers, Pipelayers, Operators, and other field personnel as required.
- Coordinate effectively with equipment operators and other trades or subcontractors working on site.
- Monitor crew productivity, hours worked, quantities installed, and daily production.
- Understand and track job costing, cost codes, labour hours, equipment hours, and production quantities.
- Provide accurate daily reporting and communicate project progress to the Superintendent or Project Manager.

- Review drawings, plans, specifications, and project requirements to ensure work is completed correctly.
- Identify potential issues, conflicts, delays, and changes in scope and communicate them promptly to management.
- Maintain high standards of workmanship and ensure completed work meets project specifications.
- Coordinate materials, equipment, deliveries, and manpower to keep production moving efficiently.
- Ensure the work area is organized, productive, and maintained in a safe condition.
- Work closely with the Superintendent to establish priorities and meet project milestones.
- Provide leadership, direction, and mentorship to crew members.
- Train and develop less-experienced employees and help build a strong, capable field team.
- Communicate professionally with project management, clients, subcontractors, inspectors, suppliers, and other site personnel as required.
- Support project closeout activities and ensure deficiencies are addressed promptly.
- Perform other duties as required to support successful project completion.

Qualifications

- **Experience:** Minimum 5 years of experience in civil construction, excavation, underground utilities, or related work.
- Previous experience leading a construction crew in a Foreman or Lead Hand capacity.
- Strong understanding of civil construction methods, excavation, underground utilities, site servicing, and general site development.
- Valid BC Class 5 Driver's Licence.
- High School Diploma or equivalent is considered an asset.
- Ground Disturbance Level 2 is considered an asset.
- First Aid certification is considered an asset.
- Confined Space certification is considered an asset.
- Fall Protection certification is considered an asset.
- Ability to work outdoors in varying weather conditions.
- Physically capable of performing construction-related tasks when required.
- Willingness to work flexible hours, including overtime and weekends when required to meet project schedules.

Technical Skills

- Ability to effectively plan, organize, and manage a construction crew.
- Strong understanding of excavation and civil construction practices.
- Ability to read and understand construction drawings, plans, specifications, and site instructions.
- Understanding of underground utility installation and site servicing.
- Understanding of grades, elevations, benchmarks, and basic layout requirements.
- Ability to coordinate operators, labourers, pipelayers, and other crew members.
- Understanding of job costing, cost codes, labour hours, equipment hours, and production tracking.
- Ability to monitor quantities installed and compare production against project requirements.
- Strong understanding of workplace safety requirements and safe work practices.
- Ability to identify hazards and implement appropriate controls in the field.
- Ability to coordinate equipment and materials required for daily production.
- Ability to identify potential construction conflicts and develop practical solutions.
- Ability to communicate daily production, manpower, equipment, and project issues clearly to the Superintendent.
- Ability to use basic construction technology, mobile applications, timekeeping systems, and daily reporting tools.
- Understanding of quality-control requirements and project specifications.

Interpersonal Skills

- Strong leadership skills with the ability to motivate and direct a crew.
- Positive and professional attitude toward safety, quality, and productivity.
- Leads by example and holds themselves and their crew accountable.
- Strong communication and problem-solving skills.
- Effective verbal and written English communication skills.
- Ability to remain calm and make sound decisions in a fast-paced field environment.
- Ability to work effectively with project managers, superintendents, clients, subcontractors, suppliers, and crew members.
- Strong organizational skills and attention to detail.
- Results-oriented with a strong work ethic.
- Takes ownership of assigned work and project objectives.
- Willingness to mentor and develop junior employees.

- Ability to build a positive team culture and maintain strong employee relationships.
- Professional and respectful approach when dealing with clients and project stakeholders.
- Dependable, accountable, and committed to meeting project deadlines.
- Desire to continue developing leadership and technical skills.
- Desire to grow and advance within TYBO Contracting.

What You Can Expect at TYBO Contracting

- Competitive compensation packages
- Extended health benefits
- RRSP program
- Team building and social events
- Training, development, and mentorship opportunities
- Opportunities for career advancement
- Steady work and opportunities to develop your skills
- A supportive and team-oriented work environment
- Opportunities to work on a variety of civil construction projects
- A strong focus on safety, quality, and employee development
- A company culture that values hard work, accountability, teamwork, and leadership
- The opportunity to grow with a rapidly developing company

Only candidates residing in the Lower Mainland of British Columbia will be considered. TYBO Contracting does not currently offer camp or LOA accommodations.

About TYBO Contracting

TYBO Contracting is a growing civil construction company serving the Lower Mainland of British Columbia. We specialize in civil construction, underground utilities, excavation, site development, and infrastructure projects.

Our success is built on quality workmanship, strong relationships, safety, and the people who make up our team. We are committed to building a company where employees have the opportunity to develop their skills, take on greater responsibility, and build long-term careers.

At TYBO Contracting, our Foremen are an important part of our success. We rely on strong field leadership to keep crews organized, projects moving, and work completed safely and to a high standard.

We are looking for experienced leaders who take pride in their work, understand what it takes to run a productive crew, and want to be part of a growing organization.

Join the TYBO Team

If you are an experienced Civil Foreman who takes pride in leading a crew, delivering quality work, and creating a safe and productive job site, **we want to hear from you.**

Apply with your resume today!