

Civil Superintendent – TYBO Contracting

Operations – Lower Mainland, British Columbia

Are you an experienced civil construction leader looking for an opportunity to make a meaningful impact with a growing company? Do you take pride in building strong teams, delivering projects safely, and keeping operations on schedule and within budget?

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

As a Civil Superintendent, you will provide leadership and oversight for construction projects from mobilization through completion. You will be responsible for the successful execution of field operations, with a strong focus on safety, productivity, quality, scheduling, cost control, and team performance.

Working closely with Project Managers, Foremen, Estimators, Operators, Pipelayers, Labourers, subcontractors, suppliers, and clients, the Superintendent ensures that projects are planned effectively and executed to a high standard.

The successful candidate will be a proactive and hands-on leader who understands civil construction, can manage multiple priorities, and has the ability to develop strong relationships while holding teams accountable for performance.

Core Responsibilities

- Provide overall leadership and direction for field operations on assigned civil construction projects.
- Review project schedules and develop short-term and long-term construction plans with Foremen and Project Managers.
- Coordinate crews, equipment, materials, subcontractors, and other resources to maintain project production and schedule requirements.
- Work closely with Project Managers to establish project priorities, budgets, schedules, and production objectives.
- Coordinate equipment requirements and utilization to maximize productivity and minimize downtime.
- Monitor daily labour, equipment, and material requirements.

- Review and approve daily timesheets, production reports, equipment hours, and related field documentation.
- Monitor production rates and job costs against project budgets.
- Review production with Foremen and identify opportunities to improve productivity and efficiency.
- Ensure materials, supplies, and equipment are ordered and available when required.
- Coordinate with suppliers and subcontractors to ensure timely delivery and execution of work.
- Ensure work is completed in accordance with project drawings, specifications, schedules, and contract requirements.
- Maintain a strong focus on quality control and ensure deficiencies are identified and corrected promptly.
- Ensure all work is performed safely and in accordance with applicable legislation, project requirements, and TYBO Contracting safety policies.
- Conduct and participate in toolbox meetings, site meetings, safety meetings, and project coordination meetings.
- Identify project risks, schedule impacts, cost concerns, and operational issues and develop practical solutions.
- Communicate project progress, challenges, opportunities, staffing requirements, and resource needs to senior management and Project Managers.
- Work with Project Managers to identify and manage changes in scope and potential extra work.
- Participate in project startup, planning, and closeout activities.
- Support the hiring, onboarding, training, development, and performance management of field employees.
- Provide leadership, coaching, and mentorship to Foremen and other field leaders.
- Delegate responsibilities effectively and hold team members accountable for performance.
- Foster a positive, respectful, productive, and safety-focused work environment.
- Maintain strong relationships with clients, consultants, inspectors, subcontractors, suppliers, and other project stakeholders.
- Assist with resolving project issues, conflicts, and constructability challenges.
- Ensure project sites remain organized, professional, and productive.
- Participate in project closeout activities and ensure outstanding deficiencies are addressed.
- Continuously identify opportunities to improve TYBO's construction processes, productivity, safety, and operational performance.

Technical Skills

- Strong knowledge of civil construction operations and field execution.
- Ability to read and interpret construction drawings, specifications, schedules, and contract documents.
- Strong understanding of excavation, earthworks, underground utilities, site servicing, roadworks, drainage, and general civil construction.
- Ability to develop and manage construction schedules and short-term look-ahead plans.
- Strong understanding of construction sequencing, production rates, labour requirements, equipment utilization, and material requirements.
- Ability to monitor project costs, production quantities, labour hours, equipment hours, and productivity.
- Strong understanding of job costing and construction financial controls.
- Ability to identify productivity issues and develop effective solutions.
- Understanding of quality-control processes and project specifications.
- Strong knowledge of workplace health and safety requirements.
- Ability to assess construction risks and implement appropriate controls.
- Strong understanding of equipment utilization and fleet coordination.
- Ability to coordinate multiple crews and subcontractors simultaneously.
- Strong computer skills and familiarity with Microsoft Office and construction management software.
- Ability to prepare and review daily reports, production reports, schedules, and other project documentation.
- Strong understanding of project management and operational execution.
- Ability to support estimating and pre-construction teams with constructability and production input.

Interpersonal Skills

- Exceptional leadership skills with the ability to inspire and motivate field teams.
- Leads by example and maintains high standards for safety, quality, productivity, and professionalism.
- Strong communication skills with the ability to communicate effectively with employees at all levels of the organization.
- Builds positive and professional relationships with clients, consultants, subcontractors, suppliers, and internal teams.
- Strong problem-solving and decision-making skills.
- Ability to manage conflict professionally and find practical solutions.
- Highly organized with excellent time-management skills.
- Ability to manage multiple projects, priorities, and deadlines in a fast-paced environment.

- Strong business judgment and understanding of project profitability.
- Takes ownership of project outcomes and holds teams accountable.
- Proactive and solutions-oriented approach to challenges.
- Ability to work independently while collaborating closely with senior management and project teams.
- Strong coaching and mentoring abilities.
- Committed to developing Foremen and future leaders within the organization.
- Professional, respectful, and approachable leadership style.
- Strong work ethic, integrity, and accountability.
- Desire to contribute to the continued growth and success of TYBO Contracting.

Qualifications

- **Experience:** Minimum 8 years of progressive leadership experience in civil construction, excavation, underground utilities, site development, or a related field.
- Proven experience managing civil construction crews and multiple field operations.
- Previous experience as a Superintendent, General Foreman, Senior Foreman, or equivalent leadership role.
- Demonstrated experience managing construction projects from mobilization through completion.
- Strong understanding of construction scheduling, production, cost control, and field operations.
- Valid BC Class 5 Driver's Licence.
- **Education:** Post-secondary education in Construction Management, Civil Engineering, Engineering Technology, or a related field is considered an asset.
- **Designations:** Gold Seal, PMP, CET, or other relevant professional/technical designation is considered an asset.
- Experience working on underground utility, excavation, roadworks, site development, and civil infrastructure projects is considered an asset.
- Experience working in a unionized environment is considered an asset.

What You Can Expect at TYBO Contracting

- Competitive total compensation packages
- Extended health benefits
- RRSP program with employer matching
- Team building and company social events
- Training, development, and mentorship opportunities

- Opportunities for career advancement
- Opportunity to take on increasing responsibility as the company grows
- A collaborative and supportive work environment
- A strong focus on safety, quality, and employee development
- A culture where leadership, accountability, and hard work are recognized and valued
- The opportunity to play a key role in the continued growth of TYBO Contracting

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 can develop their skills, take on greater responsibility, and build long-term careers.

At TYBO Contracting, our Superintendents play a critical role in turning project plans into successful field execution. We believe strong field leadership is essential to maintaining safety, controlling costs, meeting schedules, delivering quality work, and building strong relationships with our clients and employees.

We are looking for experienced construction leaders who understand what it takes to run successful civil projects and who want to be part of a growing organization where they can make a meaningful contribution.

Join the TYBO Team

If you are an experienced Civil Superintendent who takes pride in leading people, building successful projects, and creating a safe, productive, and positive job site, **we want to hear from you.**

Apply with your resume today!