



## Senior Site Superintendent (Seattle)

### Who we are:

Green Canopy NODE is a mission-driven, vertically integrated construction technology firm and residential developer. The company's mission is to build homes, relationships, and businesses that help regenerate communities and environments. Our team is a group of deeply authentic, mission-aligned people working to bring all-electric, sustainable, healthy housing to all income levels.

This is an exciting time to join our growing team! The construction industry is ripe for disruption and evolution. Leveraging our construction tech expertise and deep industry experience, our team is working on scaling construction technology to lower building costs, help decarbonize the built environment, and help our clients and partners achieve their development objectives for less time and cost.

### Who we're looking for:

We are seeking a Senior Site Superintendent to support the unique complexities of a growing construction channel and organization in deeply sustainable, multifamily construction. As an organization, we are continuing progression from single to multifamily building, and seeking expertise in the unique aspects of multifamily construction. As projects grow in complexity and scope, we are seeking a candidate that can support with the development and refinement of onsite management processes and procedures, provide consulting on projects, and provide mentoring, coaching and training for construction field team members in multifamily construction. An ideal candidate will have prior experience in developing processes for all aspects of onsite management and prior demonstrated success in mentoring and training construction staff in multifamily construction. You'll work alongside the Construction, Estimating and Product channels - teams of builders, designers, engineers and developers. The right candidate will enjoy working within a multi-disciplinary team with highly diverse skill sets and professional backgrounds. The right candidate will be open minded and curious, will contribute without ego, and enjoy elevating and celebrating others' ideas to find the best solutions.



### **What you bring to the table:**

- Minimum 10 years' experience in low to mid rise, multi-family construction, including supervising all phases of construction of high-density residential projects
- Minimum of 3 years' experience managing, coaching, leading, and training on-site team members
- Must possess a valid driver's license, clean driving record and reliable transportation for frequent travel between job sites during the day
- Understanding of health and safety practices in residential construction required
- OSHA health and safety training
- Demonstrated proficiency in reading and interpreting building and structural plan sets
- Understanding of the local jurisdictional inspection process for new single and multifamily construction
- Ability to read and understand construction project schedules
- Demonstrated proficiency in using computers and mobile devices to perform work in the field
- Aptitude for learning new construction technologies and practices
- Ability to physically stand, bend, squat, and lift up to 50 pounds
- Must be highly organized and detail-oriented
- High-degree of professionalism required with exceptional communication skills
- Comfortable with change and, at times, uncertainty; highly adaptable and flexible
- Ability to communicate effectively with a variety of individuals from multi-disciplinary teams
- A willingness to have difficult conversations, with a commitment to conscious and empathetic communication
- A sense of ownership toward your work without ego - working to achieve common goals

### **Primary Responsibilities:**

As a Senior Site Superintendent:

- Act as consultant to the Construction Team to address unique challenges on projects
- Work directly with the VP Construction and Construction Team to plan and implement Site Management process improvement initiatives
- Represent Site Construction Team during the annual review and improvement of Quality Control Process
- Provide team leadership, coaching and mentoring for Site Supervisors, Site Superintendents & Field Associates
- Supervise staff and provide constructive feedback in line with our values and communication tools
- Set performance goals and deadlines
- Ensure accountability to the site construction teams for their commitment to on-site safety



#### Specific to Project Supervision:

- Work in partnership with the Construction Project Manager to deliver projects that meet our quality standards, on schedule, and within budget
- Collaborate with engineers, subcontractors, etc. to determine project needs
- Perform Quality Control Inspections at all critical junctures of the project in order to ensure all work is performed in a safe manner, meeting the Company's high-quality standards
- Plan inspections and obtain construction permits from local authorities
- Estimate costs and ensure the project is on budget
- Maintain 3-week rolling schedule specific to production
- Notify the project manager of any potential deviations to the schedule, change orders, safety violations, and issues pertaining to the quality of work
- Supervise the daily activities of all subcontractors and confirm the work is performed in a manner that is compliant with the Master Services Agreement and Project Subcontract Agreement
- Ensure subcontractor compliance with all health and safety requirements
- Provide onsite direction for field staff and contracted labor
- Implement safety and quality guidelines to ensure the job site remains safe, clean, and orderly
- Order the appropriate equipment and arrange for regular maintenance
- Keep track of materials and orders
- Resolve on-site issues and emergencies
- Post digital daily project logs to include photos that summarize the activities of the day for each project
- Conduct weekly site safety inspection, following appropriate protocols
- Conduct weekly team meetings on site

#### Position and hours:

- This is a salaried and exempt, full time position, working outdoors on job sites throughout Seattle, with some time spent in our office or warehouse.
- This position involves frequent and repetitive movement, including lifting and carrying materials up to 50 pounds.

#### Compensation and benefits:

- Starting annual salary between \$110,000-\$125,000
- Employee Stock Options
- Starting annual PTO of 120 hours per year
- Monthly Technology stipend of \$50
- Monthly Wellness stipend of \$25
- Monthly Vehicle stipend of \$250
- Monthly Gas Card benefit of \$150
- 100% employer-paid health coverage for medical, dental, vision and basic life insurance for employees
- Company-sponsored Employee Assistance Program



- Company 401(k) plan
- Computer to perform work in the field
- Company-paid parental leave for new parents
- Leadership development and training for all employees

### Next steps:

To help us get to know you better, please apply with the following information:

- A cover letter telling us why you would like to work with Green Canopy NODE. **Submissions without a cover letter meeting this requirement will not be considered.**
- A copy of your resume

Applications can be sent to [recruiting@greencanopynode.com](mailto:recruiting@greencanopynode.com)

We want to connect with candidates who are excited about and want to be a part of the work we are doing at Green Canopy NODE.

Find out if YOU want to be a part of the team. Learn more at some of the links below:

- Website: <https://www.greencanopynode.com/>
- Mission and Values: <https://www.greencanopynode.com/mission-values>
- Impact Report: <https://www.greencanopynode.com/impact>

We look forward to hearing from you!

### Commitment to Diversity, Equity, Inclusion, and Belonging

To accomplish our mission, it is essential our team include diverse perspectives and lived experiences. Green Canopy NODE believes that cultivating a culture of belonging can help all our team members grow and thrive. We nurture an equitable and inclusive work environment through our co-created and shared [set of values](#) and through ongoing learning, education and training. Green Canopy NODE is also proud to be a second-chance employer. We understand the challenges that people with conviction histories or those who are formerly incarcerated face. We are actively working to remove barriers to employment for all individuals and we do not perform background checks. We welcome you to apply and join us in our journey to become an equitable and inclusive workplace.