



Position: Site Superintendent

To apply, please send your resume to careers@gillamgroup.com

About Gillam

Gillam is a progressive construction company established with a mission to raise the bar in the planning, management and delivery of construction projects. With offices in Toronto and Kitchener, we specialize in medium to large-sized projects in the ICI and residential sectors, delivered through collaborative approaches. Our goal is to provide high-quality, customer-oriented construction services through transparency, teamwork and trust, resulting in successful projects and long-term business partners. Gillam was named by Growth 500 as one of Canada's fastest growing companies, which is the result of our collaborative and dynamic approach to our work, and we are leaders in Integrated Project Delivery / Lean Construction.

Some of our notable projects include:

- Royal Ontario Museum
- Aga Khan Museum
- Barrie-Simcoe Emergency Responders Campus IPD
- York University Bergeron Centre for Engineering Excellence
- Lākhous Lakefront Condominium, Barrie

About the Role

We are currently seeking to hire a **full-time, permanent Superintendent**. The role involves being responsible for the direct supervision of field forces, and the efficient scheduling of the physical completion of all project work. The Superintendent must have a strong dedication to mandated health and safety regulations and procedures in ensuring the health and safety of all employees, visitors and trade partners while on the worksite.

Job Location: Various sites across the Greater Toronto Area, Kitchener-Waterloo and Barrie, Ontario.

Key Responsibilities

- Lead by example in establishing an exemplary safety culture. Ensure company safety policies, procedures and systems are followed and enforced. Monitor job safety, conduct regular safety meetings, and prepare documentation as required.
- Coordinate and review subcontracts, drawings, and specifications to ensure conformity. Ensure current information is passed down to front line supervision and trades personnel.
- Partner with the Project Manager to prepare and maintain an overall work plan and project schedule, as well as to identify/resolve problems as necessary and in a timely manner.
- Responsible for daily planning, creation and maintenance of project schedules and look ahead schedules, including subcontractor specialty schedules and short interval schedules.
- Supervise and organize workers, ensuring they are available and fully qualified to perform assigned duties.
- Monitor and report on labor and materials to ensure timely delivery of necessary materials to assure continued productivity.



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- Responsible for controlling costs, adhering to budgets and managing equipment-related expenses.
- Communicate effectively with trades and ensure that performance, productivity, quality, and safety requirements are met.
- Organize regular subcontractor meetings.
- Build professional and productive relationships with internal and external stakeholders.
- Perform other duties and responsibilities as required.

Qualifications

- 5+ years experience in ICI and/or residential construction as a Superintendent
- Construction related degree or diploma an asset
- Training: WHMIS, Basics of Supervision and Working at Heights
- Extensive working knowledge of health and safety practices and procedures
- Proficiency in some of the following: Word, Excel, MS Project and/or Primavera
- Experience with Jonas software is an asset
- Understanding of digital document control and deficiency management systems
- Ability to coordinate multiple scopes of a construction project, including scheduling, monitoring, and coordinating trade contractors
- Ability to build and maintain effective relationships with project stakeholders and work within a team environment
- Ability to lead and run effective site meetings with internal and external stakeholders
- Strong ability to prioritize, organize and manage time
- Complex problem-solving and critical thinking

What Gillam Offers

- Commitment to safety in the workplace
- An engaging culture based on innovation, collaboration and forging strong relationships
- A dynamic work environment
- Competitive salary, commensurate with skill & experience
- Competitive benefits program, e.g. health insurance & RRSP matching
- Regular staff social events
- Great opportunities for learning, mentorship, and career growth

Gillam is an inclusive and diverse work environment. We are an equal opportunity employer and invite applications from candidates from all backgrounds, race, color, religion, sex, sexual orientation, national origin, gender identity, age, disability, or any other characteristic.