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| **Job Title**  | Solar Superintendent  |
| **Auto req ID**  | 433BR  |
| **Street Address**  | 8811 Kiefer Blvd  |
| **City**  | Sacramento  |
| **State/Province**  | California  |
| **Zip Code**  | 95826  |
| **Purpose**  | **Purpose** The purpose of this role is to plan, organize, and manage total construction efforts within TEU division resulting in successful completion of field work, job schedules, and customer satisfaction in TEU construction projects.   This role provides support for achievement of TEU and corporate objectives and for maintaining a safe and profitable field operation.   **Essential Duties & Responsibilities**- Actively supports the achievement of TEU goals and objectives by participating in the strategic planning process, staying abreast of evaluating and industry trends.   Ensures that the construction specialty areas remain focused on long range priorities, customer feedback, and continuously strives to make improvements to day-to-day processes and practices. - Facilitates collaboration across area offices and builds consistency across construction and safety practices and procedures.   Ensures policies, procedures, and standards are adhered to as well as protect the company’s interests. - Prepares construction specialty workforce for evolving business needs.   Manages staffing and corresponding costs, balancing short and long-term needs for people (skills/manpower).   Maximizes performance, accountability, and motivation of workforce while maintaining morale.   Models innovative/effective management practices. - Establishes, promotes, and protects Teichert’s values including diversity, teamwork, fair work environment, and respect of others.   Maintains a “team” spirit within the business unit.   Works and cooperates with other disciplines (across company lines) to ensure maximum and best use of resources. - Promotes and protects the community perception of Teichert.    - Aspires to achieve a zero injury culture through visible support of Teichert’s Injury Prevention and Safety program, the implementation/interpretation of safety programs, and active participation in safety meetings and training sessions.   Proactively identifies, and communicates, safety improvements and hazardous/potentially hazardous conditions to maintain a safe, healthy work environment and meet corporate safety standards.   - Plan, organize, and manage construction project efforts, ensuring projects are completed on time, on budget, and of exceptional quality.   - Provides administrative and technical direction to construction projects.   Plans and coordinates construction specialty activities.   Approves construction methods and equipment and circumvents/resolves problem areas resulting in projects completed on time, within budget, and meeting customer expectations. - Assumes responsibility for ongoing productivity of craft employees, efficient use of material, equipment, and resources, and the performance of the specialty functions on projects.   - Establishes, communicates, monitors, and evaluates construction goals and strategic plans.   - Meets company equipment utilization goals and ensures maximum and best use of equipment and manpower resources.   Marshals resources (i.e. people, equipment, tools, material, support) and provides direction to planning, scheduling, and tracking field personnel and equipment.   Assesses capability, location, and availability, and coordinates with other business unit functions for best utilization of resources. - Maximizes employee performance and professional growth.   Specifically, provides management direction to Superintendents and Foremen; motivates employees to function as a cohesive unit, oversees regularly planned meetings; develops employees by evaluating performanc e, providing coaching, training, and mentoring opportunities.   Actively participates in recruiting. - Builds and maintains positive working relationships with external customers, design consultants, union officials, contractors, and other business units.   Facilitates communication of company and project policies, procedures, and standards.   Works with Industrial Relations dept. to maintain communication with unions, resolve jurisdictional disputes, training craft employees, etc. - Completes internal administrative organization responsibilities and documentation, including project logs, files, records, customer reports and reports pertaining to specialty activities.   May include budgets, profit/loss reporting, purchase requisitions, and safety; ensures written Construction Program manuals and any other construction related materials are available and up-to-date.  |
| **Objectives**  |  **Qualifications & Requirements*****Education:*** -    Bachelor’s degree in Engineering, Construction Management, (or related field) or equivalent combination of technical training and related experience (preferred) ***Experience & Industry Expertise:*** - Minimum of ten years’ experience in the construction or engineering industry with progressive experience in civil construction - Minimum eight years’ experience supervising others -    Must have strong experience in underground and concrete construction ***Specific Job Requirements:*** - Successful completion of pre-employment drug, alcohol, and background investigation - Valid Driver’s License - Current on all company required safety training - Ability to preserve confidential and proprietary information and successfully avoid conflicts-of-interest - Knowledge of   HCSS, Primavera P6    - Thorough knowledge of construction contracts/ law - Strong working knowledge of collective bargaining agreements, personnel issues and EEO - Thorough understanding of corporate and industry practices, processes, standards, technology, equipment methods, cost control, schedules, etc. and their impact on project activities - Thorough knowledge of company’s Standard Operating Policies and Procedures - Travel is required ***Competencies:*** -    People Management -    People Development -    Technical competence in construction -    Relationship Management -    Business Acumen -    Innovation -    Communications -    Organization and Management -    Technology:   Microsoft Office and project management software  |
| **Qualifications**  | ***Teichert is an Equal Opportunity Employer that considers all applicants for employment regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, or any other protected status.  Teichert is an E-Verify Company.*****Notice to Staffing Agencies**Teichert, Inc. and its subsidiaries ("Teichert") will not accept unsolicited resumes from any source other than directly from a candidate. Any unsolicited resumes sent to Teichert, including unsolicited resumes sent to a Teichert mailing address, fax machine or email address, directly to Teichert employees, or to Teichert’s resume database will be considered Teichert property. Teichert will NOT pay a fee for any placement resulting from the receipt of an unsolicited resume. Teichert will consider any candidate for whom an Agency has submitted an unsolicited resume to have been referred by the Agency free of any charges or fees. Agencies must obtain advance written approval from Teichert’s recruiting function to submit resumes, and then only in conjunction with a valid fully-executed contract for service and in response to a specific job opening. Teichert will not pay a fee to any Agency that does not have such agreement in place. Agency agreements will only be valid if in writing and signed by Teichert’s Human Resources Representative or his/ her designee. No other Teichert employee is authorized to bind Teichert to any agreement regarding the placement of candidates by Agencies.  |

To apply, visit our Careers page at [teichert.com](https://www.teichert.com/teichert-way/our-partners/careers/) and click on “View and Apply Online”.