



250-492-2225

Westhills Aggregates LP
999 Westhills Drive,
Penticton, British Columbia, V2A 0E8
Phone:

EMPLOYMENT OPPORTUNITY

Position Title	Superintendent	Hours of Work	40+ Hours per Week
Department	Westhills Aggregates – Civil	Reports To	Civil Manager
Status	Full-Time/Permanent	Wage	\$38-\$45 per hour (Based on Experience)
Location	999 Westhills Drive, Penticton, BC, V2A 0E8	Deadline	Open until filled

Established in 1992, Westhills Aggregates specializes in the production and processing of sand and gravel, with an emphasis on crushing and screening of construction aggregates. In addition to the trucking and delivery of aggregates, Westhills Aggregates also conducts civil and earthworks construction, including road maintenance, site preparation, excavation, snow plowing/removal, water line and septic system installations.

Westhills Civil has a substantial amount of work ahead of it and requires a diligent Superintendent to join the team.

Job Summary:

Reporting to the Westhills Civil Manager, the Superintendent will be required to oversee all aspects of Westhills Civil projects, working alongside our Project Manager. The Superintendent will lead civil projects, including excavation, grading, compaction, etc. Responsibilities will include scheduling of equipment and manpower, ensuring compliance with all regulations, and overseeing the site safety. Collaboration with engineers and project managers to achieve project goals within budget and timelines, while also resolving any site-related challenges that may arise.

Key Responsibilities:

- Ensure full compliance with all project requirements in accordance with the project plans within the timeline.
- Ensure that procedures are in place to deliver the best performance.
- Ensures an overall safe workplace, all workers have been appropriately trained and accurate completion of all project deliverables.
- Oversee communication and supervision of subcontractors and ensures quality of work and safe work performance.
- Lead by example with supportive behavior's promoting a cohesive team environment and cooperative approach, sharing resources, knowledge and ideas within the company.
- Provide effective leadership and succession planning of team personnel.
- Ensure all operational practices support effective employee relations.
- Ensure employees are trained and held accountable for their roles.
- Act as a Company representative with community members as they interact with the projects.
- Provide project support by participating in regular scheduled reviews and providing operational recommendations to project team.
- Conduct and participate in site inspections both internally and with project consultants and regulatory authorities.
- Verification of OH&S Program compliance and project team awareness on a regular basis
- Consistent review of project scope in relation to applicable drawings and codes while maintaining quality projects



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- Ensuring the proper selection of project required equipment, tools and labour in pre-construction and throughout the construction phase.
- Ensure preparation and timely submission of regular documentation and project reports such as site notes, inspections and quality assessments.
- Assist in evaluating current and proposed systems and procedures.
- Recommend changes when necessary and assist in the implementation of new processes.
- Ensure all projects are effectively budgeted and monitored within cost constraints.
- Providing ongoing leadership to all employees (mentorship)
- Building, motivating and training a team that consistently meets deadlines and budgets.
- Other duties as required.

Qualifications and Requirements:

Minimum Academic/Educational Requirements

- Completion of Secondary School.

Other Certification, Licenses, Designations and/or Training

- Valid Class 5 Driver's License and reliable personal vehicle.

Specific Job Skills and Levels

- Must be comfortable working in tight spaces, be familiar with underground pipe/waterline installation.
- Ability to read and interpret blueprints/plans.
- Ability to operate required equipment in a safe and responsible manner.
- Have a positive attitude and good character.
- Possess a strong work ethic.
- Ability to transfer instructions into action efficiently.
- Great communication skills.
- Knowledge of civil construction/underground utility construction.

Minimum Level of Experience

- Minimum of 3-5 years' experience in civil construction.
- Previous experience as a Superintendent.
- Qualification in trades and/or equivalent experience.

Working Conditions

- 24/7 availability may be required.
- Physical ability to lift 50lb.
- Travel to site and off-site locations will be required.
- Safety equipment will be required, e.g. steel-toed safety boots, safety glasses/goggles, etc.
- Overtime as required.
- Hazards associated with the trade.
- Work both indoors and outdoors.
- Will be exposed to construction sites.
- Will work in all weather conditions.



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Westhills Aggregates offers a great team and respectful work environment. If you are qualified and looking for an exciting and rewarding career **respond with Cover Letter and Resume to the attention of: Human Resources, Email: Jonah@westhillsaggregates.ca.**

The posting will be open until filled.

*Westhills Aggregates provides equal employment opportunities to all, regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, political belief, creed, disability that does not prohibit performance of essential job functions or that cannot be accommodated, or conviction for which a pardon has been granted. However, where two or more applicants have comparable or equivalent skills and qualifications, preference shall be given, in the following order, to persons who are members of the Penticton Indian Band, to persons who are of the Okanagan Nation, to persons who are of Indigenous heritage, First Nation or Metis'. **We thank all those who apply; however, only those candidates selected for interview will be contacted.***