



JOB DESCRIPTION

Job Title: Senior Superintendent
Department: Production
Reports To: VP of Production
FLSA Status: Exempt, Salary

Position Summary:

Oversee high volume production sites and the requisite team.

Essential Duties and Responsibilities: To perform this job successfully, an individual must be able to perform the following satisfactorily; other duties may be assigned. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. HOME OWNER ORIENTATION AND CUSTOMER SERVICE
 - Deliver product meeting Westcott prescribed standards.
 - Team with corporate staff to ensure walk through lists and move-ins meet expectations.
 - Help create a total quality culture within entire company.
 - Assist Customer Relations and / or make all necessary repairs for Customer Service while in the plat.
2. ESTIMATING AND BUDGETING
 - Communicate with VP of Production on how to reduce and manage costs.
 - Work with VP of Production to establish material/labor processes and requirements prior to commencement of plat.
3. HOME PLANS
 - Read and interpret plans and specs.
 - Communicate with VP of Production on design issues and alternate methods of construction.
4. CONTRACTS
 - Read and know subcontractor scopes and ensure compliance.
 - Read and know the standard company subcontractor contract.
 - Ensure that subcontractors are in compliance with scope and contract.
5. SUBCONTRACTORS
 - Monitor subcontractors to ensure production schedule is maintained and workmanship meets the quality standards of the company.
 - Develop a good working relationship, showing a firm but fair attitude, with all subcontractors and suppliers.
 - Stay up-to-date on current construction methods used by subcontractors.
6. SCHEDULING
 - Maintain established schedule to ensure a smooth flowing production process.
 - Monitor direction of subcontractors.

- Give advance notice to subcontractors and suppliers to ensure materials are delivered so subs can complete their work on schedule.
- Maintain integrity of schedule and report delays, with solutions, to VP of Production.

7. MATERIALS

- Order, inspect and verify quantity of materials and supplies.
- Reject and direct the return of unacceptable materials to the supplier.
- Monitor material requirements for each house plan to reduce waste.
- Prepare monthly “Value Engineering Reports” to VP of Production.

8. INSPECTIONS

- Implement written checklists for inspections from VP of Production.
- Schedule and pass all jurisdiction inspections, cooperating with all city and county officers.
- Walk through all homes daily during construction.

9. JOBSITE SAFETY

- Read and know jobsite safety plan.
- Hold regular weekly safety meetings ensuring all onsite subcontractors attend and sign in.
- Verify subs have posted fall protection plans.
- Issue written warnings for safety violations.
- Maintain all jobsite safety records.

10. JOBSITE CONDITIONS AND EQUIPMENT

- Administer the use, storage, maintenance and security of all company equipment and materials on site.
- Direct the clean-up of the job site daily.

11. PAPERWORK

- Maintain all jobsite paperwork and records. Turn in and report to VP of Production.

12. GENERAL

- Maintain good relations with employees and trades.
- Notify VP of Production of jobsite issues and participate in solutions.
- Complete other duties as assigned.

Competencies: To perform the job successfully, an individual should demonstrate the following.

Planning/Organizing - Prioritizes and plans work activities; uses time efficiently; plans for additional resources; sets goals and objectives; organizes or schedules other people and their tasks; develops realistic action plans.

Problem Solving - Identifies and resolves problems in a timely manner; gathers and analyzes skillfully; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics.

Managing People - Includes staff in planning, decision-making, facilitating and process improvement; takes responsibility for subordinates' activities; makes self-available to staff; provides regular performance feedback; develops subordinates' skills and encourages growth; solicits and applies customer feedback (internal and external); fosters quality focus in others; improves processes, products and services.; continually works to improve supervisory skills.

Dependability - Follows instructions, responds to management direction; takes responsibility for own actions; keeps commitments; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan.

Communications - Expresses ideas and thoughts verbally; expresses ideas and thoughts in written form; exhibits good listening and comprehension; keeps others adequately informed; selects and uses appropriate communication methods.

Project Management - Develops project plans; coordinates projects; communicates changes and progress; completes projects on time and budget; manages project team activities.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Education/Experience:

Associate's degree or equivalent from two-year college or technical school; or six months to one year related experience and/or training; or equivalent combination of education and experience.

Language Ability:

Read, analyze and interpret business, professional, technical or governmental documents. Write reports, business correspondence and procedure manuals. Effectively present information and respond to questions from managers, customers and the public.

Mathematical Ability:

Add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals. Compute rate, ratio and percent, and draw and interpret bar graphs.

Reasoning Ability:

Solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

Computer Skills:

Proficient in Microsoft Word, Excel, and Outlook.

Certificates and Licenses:

Supervisory Responsibilities:

Directly supervises the staff. Carry out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Moderate noise is typical for this work environment.

Physical Demands: The physical demands described here are representative of those that must be

met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

1) Employee is frequently required to stand, walk, or sit for extended periods; 2) frequently required to talk and/or hear; 3) occasionally lift and/or move objects up to 40 pounds; 4) occasionally required to stoop, kneel, or crouch; 5) frequently uses hands and fingers to handle, feel or move objects, tools or controls, to reach with hands and arms, and to write; 6) vision abilities include close, color, and peripheral vision as well as depth perception, the ability to adjust focus, and the ability to read; 7) the noise level in this environment is usually quiet to moderate, although noise levels at field jobsites can vary tremendously and become loud.

The above job description is not intended to be an all-inclusive list of duties and standards of the position. Incumbents will follow any other instructions, and perform any other related duties, as assigned by their supervisor.

ACKNOWLEDGED: Employee Signature

Date

PRINT: Employee Name

ACKNOWLEDGED: Supervisor/Manager Signature

Date