



CONSTRUCTION SUPERINTENDENT

We need Construction Superintendents to lead the safe and efficient daily operation of mining construction projects. They have a key leadership role in mentoring teams and ensuring that construction projects progress on time and on budget.

COMPENSATION

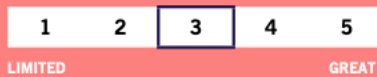
\$110,000	\$120,000	\$140,000
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AVERAGE

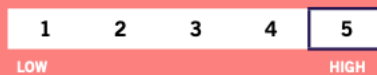
(Source: online job ads in Canada, 2025).

JOB PROSPECTS

Demand in Mining



Skill Transferability Among Other Industries



WHY ARE PEOPLE ATTRACTED TO THIS CAREER?

Construction Superintendents are drawn to the challenge of leading the construction and implementation of new mine projects. They want to make sure that projects progress on time and on budget.

WHAT IS IT LIKE TO WORK AS A CONSTRUCTION SUPERINTENDENT IN MINING?

Note: conditions vary according to employer and region.

Construction Superintendents work out of a field office at the construction site in all seasons and in a variety of environmental conditions. They monitor a project and make daily decisions about construction activities, report to the Site Project Manager, and conduct team building and conflict resolution activities.

JOB DESCRIPTION

- Plan, organize and control the daily operations of mining construction projects to make sure they are completed safely, on time, and within budget
- Read and interpret blueprints, drawings and sketches to determine specifications and calculate requirements
- Hire employees and ensure that new and current employees have all training required
- Ensure adequate resources and equipment are available
- Maintain quality control
- Coordinate and work with subcontractors, Construction Supervisors and specialist engineers
- Conduct safety audits, risk assessments and housekeeping inspections to ensure regulatory, corporate, site and environmental standards are being followed
- Maintain detailed progress reports of construction activities and report project performance to mine management and stakeholders
- May inspect work performed by employees, contractors and sub-contractors
- Participate in project meetings to monitor and support project progress
- Work with trade union(s), supervisors and HR department to avoid and resolve personnel issues and grievances

SUCCESS PROFILE

- Builds a culture of cooperation and collaboration while motivating teams
- Demonstrates credibility and integrity
- Identifies issues and solve problems
- Understands blueprints, technical drawings and plans
- Works within budget and time constraints
- Embraces new technology
- Highly self-motivated with strong leadership, mentoring, analytical, organizational and communications skills
- Values safety, health, and stays up to date with processes and regulations
- Works well under pressure

JOB ENTRY REQUIREMENTS

Note: The requirements listed below illustrate what it takes to start the career and do not take into account on-the-job training given to new employees.

Fixed Requirements

- Post-secondary diploma or degree
- Five to 15 years of related experience
- Good understanding of blueprint reading
- Experience and knowledge of construction planning, productivity analysis, Quality Assurance (QA) processes and Health, Safety and Environment procedures and regulations
- Proficiency with word processing, spreadsheet, email, AutoCAD and presentation software
- In-depth knowledge of construction methods, project management scheduling and cost control
- Valid driver's licence with few infractions
- Experience coordinating work efforts of different groups: direct and indirect construction contractors and internal groups like field engineers, safety and quality professionals
- Must be able to pass a medical and drug test
- Willingness to lead in a diverse environment
- Proficiency in language of operation

Regional Requirement

- Bilingual French and English (Quebec and NB)

May be Required

- Undergo a criminal record check
- Work experience in a construction trade

Assets

- Red Seal certification
- Work experience as a foreman
- Training in business administration and leadership
- Post-secondary degree in Construction Science or Construction Management
- Willingness to relocate
- Other languages