



Powers & Sons Construction
2502 Roosevelt Ave.
Indianapolis, IN 46219
317.269.2550

Job Title: Superintendent

Category: Full-Time

Effective: July 2023

Summary: Powers & Sons Construction Indianapolis office, recognized by the Indiana Chamber of Commerce as one of the Best Places to Work in Indiana for the past three years, is seeking to fill a Superintendent position. This position is responsible for the overall leadership and coordination of assigned construction sites, including timely and profitable completion of the assigned project in a professional manner. The Superintendent is responsible for maintaining the project schedule, implementing quality measures, and ensuring that management is accurately and fully informed of project status through regular reporting.

Key Responsibilities

- Implement strategic organizational change to increase productivity and employee satisfaction.
- Determines and recommends employee relations practices necessary to establish a positive employer/employee relationship and promote a high level of employee morale and motivation.
- Plans, organizes, and controls all activities of the department. Participates in developing department goals, objectives and systems.
- Evaluate the effectiveness of current programs/policies and recommend HR strategies and approaches to increase business and improve operations.
- Creating and revising job descriptions
- Conducts recruitment effort for all exempt, non-exempt and temporary workers; writes and places advertisements; works with supervisors to screen and interview candidates; conducts new-employee orientations; monitors career-path program and employee relations counseling.
- Establishes and maintains paid time off records and reports.
- Evaluates reports, decisions, and results of department initiatives in relation to established goals.
- Recommends new approaches, policies and procedures to effect continual improvements in efficiency of department and services performed.
- Developing, revising, and recommending personnel policies and procedures
- Ensures compliance with all federal, state, and local employment laws.
- Develops and maintains a human resources system that meets top management information needs.
- Oversees the analysis, maintenance, and communication of records required by law or local governing bodies, or other departments in the organization.
- Identifies legal requirements and government reporting regulations affecting human resources functions and ensures policies, procedures, and reporting are in compliance. Studies legislation, arbitration decisions, and collective bargaining contracts to assess industry trends.
- Writes and delivers presentations to corporate officers or government officials regarding human resources policies and practices.
- Plans and conducts new employee orientation to foster a positive attitude toward Company goals.
- Keeps records of benefits plans participation such as insurance and pension plan, personnel transactions such as hires, promotions, transfers, performance reviews, and terminations, and employee statistics for government reporting.
- Advises management in appropriate resolution of employee relations issues.
- Responds to inquiries regarding policies, procedures, and programs.
- Administers benefits programs such as life, health, and dental insurance, pension plans, vacation, sick leave, leave of absence, and employee assistance.
- Prepares employee separation notices and related documentation, and conducts exit interviews to determine reasons behind separations.
- Contracts with outside suppliers to provide employee services, such as temporary employees, search firms, or relocation services.
- Provides management direction and counseling. Supervises clerical assistant and temporary staffing as needed.

Benefits: We offer a competitive total compensation package. Benefits available to full-time employees include paid time off, health/dental/vision insurance, life and disability insurance, profit sharing & 401K match.

Power & Sons Construction is an equal opportunity employer and is committed to providing an inclusive environment. We do not discriminate on the basis of race, color, religion, gender, gender expression, gender identity, age, national origin, ancestry, disability, marital status, sexual orientation, pregnancy status, military and veteran status, genetic information, and any other status protected by law. We provide qualified applicants and employees reasonable accommodation, when necessary, to enable individuals to complete the application process and/or perform the essential functions of the job.