



Job Announcement

Superintendent

Date Posted 11/19/25

Huwa Enterprises is a nationally renowned land reclamation and restoration company, that has successfully reclaimed over 3 million acres of land across 44 states in the US. We use innovative approaches based in science and environmentally sounds practices in our work, and we continue to innovate as we partner with clients in specialty areas such as land reclamation, renewable energy, civil infrastructure, and natural disaster recovery, all using the most advanced tools in science and technology to do so.

Position: Superintendent (Out of Town Projects)

About this Role: Directly responsible for the management and success of all customers, teammates and equipment within the assigned project(s). This position will be primarily assigned out of town projects and will require lengthy stays on or near assigned project sites. The Superintendent will manage all site activities and field personnel as required to successfully complete project(s), on schedule and within budget. This includes building and maintaining relationships with clients, inspectors and teammates. Responsible for maintaining the highest quality safety practices, excellent workmanship and project deliverables with the highest level of integrity and professionalism. The superintendent plays a key role in business development and will always be actively serving existing clients with excellence and pursuing new opportunities for future growth and partnership.

Reports to: General Superintendent

Classification: Exempt

Key Duties/Responsibilities:

- Plan, organize, and direct all activities concerned with the construction, reclamation or maintenance of ROW, or contracted worksite.
- Collaborate with work leads and foreman to strategize on work plans and priorities to keep the project on time and on budget. Effectively delegate work to create efficiencies within the project.
- Communicate project progress with clients, project manager and general superintendent.
- Recruit, select and coach team members to ensure the project is staffed with exceptional, high performing talent.
- Approve time and expenses for team members, with a diligent eye for accuracy of employee time and necessary expenses.
- Evaluate needs, coordinate scheduling and management of business unit assets, including identifying and managing subcontractors and construction site resources.
- Ensure all reports are completed accurately and submitted timely in order to improve communication within the project and within the company in general, including submitting rolling two- week look ahead, weekly reports to GS and Director.
- Identify construction problems and make recommendations or decisions to correct the issues. Be flexible and adapt to unexpected changes and delays. Communicate these issues and corrections to the client, GS and PMs.
- Select, contract with, and oversee workers/vendors who complete specific pieces of the project, such as providing equipment and material resources.
- Working with field mechanic team and operators, manage regular checks of equipment and insure proactive preventative maintenance on job sites.

- Maintain the job site office, close out projects, and turn over all organized documents to Project Manager.
- Responsible for creating, enhancing and maintaining an employee culture and atmosphere that is healthy, positive, productive, fun, challenging, professional, rewarding, entrepreneurial and team oriented.
- Actively trains, educates, mentors and assists in promoting other teammates.
- Develop own knowledge and expertise by seeking assistance from GS, peers, other teammates, books and applicable training courses to continually grow as a professional.
- Promote and live our company Core Values, including that of safety. Strongly adhere to and enforce safe work practices while promoting overall job site safety.
- May be assigned other duties, in addition to, or in lieu of those described above. Any duties are subject to change at any time based on business needs of the company.

Responsibilities with Clients/Vendors:

- Create great relationships and ensure project outcomes meet client expectations. Add value through an innovative and entrepreneurial attitude with the client.
- Demonstrate and emphasize customer satisfaction and quality in all aspects of the job and in interactions with the client.
- Closely track construction schedules and milestones and communicate progress with the client in collaboration with the assigned PM.
- Understand the project plans, specifications, and pay items
- Analyze cause of and solve problems in order to make sound decisions in a timely manner based on project objectives, client expectations, risks, and implications.
- Differentiate the company through the use of innovative techniques and progressive concepts.
- Ensure safety initiatives meet or exceed company and client standards.
- Promote, develop, and communicate sales leads to the Project Manager and Director.

Knowledge, Skills and Abilities Required:

- Must have a minimum of 5+ years of experience in commercial construction. A degree in construction management, engineering or a related field can be substituted to equal up to 2 years of work experience.
- HeavyJob competency is highly desired, but willing to train as necessary.
- Excellent interpersonal skills in order to effectively coach, manage and motivate teams, as well as build relationships with clients. Must be professional, tactful and mature with the ability to work well with diverse personalities and styles.
- Strong organizational skills with attention to detail and ability to prioritize and schedule the project in logical steps and on budget in order to meet required deadlines.
- Understanding of RFIs and the change management process within a construction-based industry for client relations and assisting with contract management.
- Supervisory experience, with demonstrated ability to successfully lead both small and large teams of personnel based on project size and necessary resource specs.
- Knowledge of and ability to use current and developing technologies including telephones, mobile devices, GPS and computers.
- Must demonstrate strong written and oral communication skills, with the ability to employ effective listening skills.

General Work Requirements:

- Normal working hours vary between 6:00 am – 5:00 pm (depending on project requirements) with the expectation of a minimum 40-hour work week; and many weeks will require hours well beyond 40 as project demands necessitate.
- Out of State Travel is required and travel will involve lengthy stays on or near project sites.
- Per Diem provided for expenses while working on job sites, and work-related travel is paid by company.
- Must be able to pass a pre-employment drug and alcohol screening.
- Must hold and maintain a driver's license, in good standing with all Company requirements.

- Maintain a professional appearance while in the office and traveling, while also adhering to job-specific PPE requirements including the use of a safety vest, hard hat, Company or Client-approved footwear, and Fire Retardant (FR) clothing, if necessary.

Work Environment: While performing the duties of this Job, the employee will be exposed to outdoor weather conditions. The employee is frequently exposed to work near moving equipment and mechanical parts and exposed to associated vibration. The employee will be exposed to wet or humid conditions; fumes or airborne particles; toxic or caustic chemicals; extreme cold and extreme heat. The noise level in the work environment can be very loud.

Physical Demands: The employee may be required to lift and /or move up to 50 pounds and occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include distance vision and depth perception. While performing the duties of this job, the employee is regularly required to stand. The employee is frequently required to walk; use hands to finger, handle, or feel technology, equipment and tools; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl and talk or hear. The employee is often required to sit while working in office or for meetings, or during travel by vehicle or plane.

Salary and Benefits:

- Anticipated Hiring Wage Range: \$100,000 - \$125,000 annually depending on experience and expertise.
- Benefits: Huwa Enterprises offers a comprehensive benefit package which includes a wide array of valuable benefit options for health, dental, vision, and life in addition to many optional benefits including such things as accident, hospital indemnity, EAP (employee assistance program), legal, pet insurance and others.

To Apply:

Please complete an application at [Careers at Huwa](#) and attach a professional resume as indicated in the application.

This position will remain open until filled and reviews of applications of qualified applicants will begin immediately upon receipt.

You may contact Human Resources with any questions by e-mailing HR@HuwaEnterprises.com.

Notice to All Applicants:

- 1) Proof of eligibility to work is required to be produced within three (3) days of hire; 2) Direct Deposit is a condition of employment; 3) Applicants may be required to complete a successful background check prior to employment, including but not limited to drug screening and MVR, depending upon the duties of the position; 4) Requests for ADA reasonable accommodation in the application process can be requested by contacting HR@HuwaEnterprises.com.

Safety Sensitive Position:

- While performing the duties of this Job, all work tasks are considered safety sensitive. Safety sensitive means a job wherein an accident/incident could cause loss of human life, serious bodily injury, or significant property or environmental damage, including a job with duties that include immediate supervision of another person.

Huwa Enterprises is an Equal Opportunity Employer:

It is the Company's policy to provide equal employment opportunities for all applicants and employees. The company prohibits all forms of discrimination and harassment including those that violate federal and state law. The company does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, genetic information, marital status, gender identity, or sexual orientation in its employment practices and activities. To report any concerns or complaints, you may contact Human Resources at HR@HuwaEnterprises.com.