



ASSISTANT SUPERINTENDENT

Department: Rush Commercial Construction
Reports To: Superintendent
FLSA Classification: Exempt
Review Date: March 2026

The Rush Companies is a fully integrated real estate organization delivering development, construction, and property management services throughout the Puget Sound region. Since 1987, we've built a reputation for dependability, teamwork, and excellence by uniting every phase of the project lifecycle under one collaborative team. We're guided by core values of commitment, resourcefulness, integrity, and well-being — principles that shape how we work and how we support one another. Our culture emphasizes growth, empowerment, and meaningful contributions, whether you're in the field, the office, or supporting our communities.

At Rush, we're not just building spaces—we're building relationships, strengthening communities, and creating long-lasting value for the people and projects that shape our region. If you're passionate about making an impact and growing with a team that values purpose and partnership, we'd love to connect.

JOB SUMMARY

Rush Commercial Construction, Inc., is currently seeking an **Assistant Superintendent** to join a well-established regional construction company that specializes in Class A office, healthcare, multifamily developments, and senior housing. The ideal Assistant Superintendent will have experience managing a portion of the construction process, supporting the site Superintendent. The Assistant Superintendent is responsible for representing the company and its *Values & Guiding Principles*, while ensuring that company policies are adhered to with regard to safety, scheduling, quality, budgeting, and customer service/satisfaction. The successful candidates must demonstrate strong collaboration capabilities coupled with outstanding organization and time management skills.

Company Overview

Rush Commercial Construction has extensive experience across the Greater Seattle and Puget Sound region, delivering construction excellence grounded in integrity and a deep commitment to quality. We approach every project with an owner's mindset—ensuring schedules, budgets, and building performance are carefully managed from start to finish. As a trusted partner, our clients return to us for our reliability, resourcefulness, and collaborative approach. We are equally dedicated to the well-being of our employees, fostering a culture of safety, respect, and professional growth on every job site.

Essential Duties & Responsibilities

- Read, understand, and communicate regarding construction drawings and peripheral documents
- Utilize knowledge of construction practices
- Understand and identify constructability issues before they stop the work

- Be proactive in problem solving, offer a solution at the time the challenge is presented
- Proven track record demonstrating self-motivation and ability to operate independently
- Forecast production schedule
- Maintain a clean, safe, and secure job site
- Regular “on time” attendance
- Able to work Saturdays and possibly Sundays when needed
- Willing and able to follow directions
- Ethical, honest, and accountable
- Meet milestone dates, floor/roof structure, dry-in, etc.
- Ensure quality control of materials and mechanical attachments in accordance with structural design
- Safeguard materials against loss damage and minimize waste
- Maintain daily tool log including, but not limited to, ladders, scaffolds, lasers, calibration, extension cords, and mechanical guards

Supporting Duties & Responsibilities

- Assist Superintendent to forecast long lead items by assessing schedule or accelerating current schedule
- Chair, or be present at weekly safety meetings

Job Requirements

Education

High school diploma or equivalent combination of education and experience

Experience

- Minimum of 5 years related construction experience
- Completed 1 job as a foreman with oversight from a higher-level supervisor

Special Skills

Requires experience with hand and power tools on a project jobsite; knowledge of proper lifting protocol and able to wear personal protection equipment (including eye protection, head protections, reflective outerwear and proper footwear)

- ***Certifications and/or Licenses***

First Aid and CPR trained, CESCL, and 30 Hour OSHA

Physical Requirements

The physical demands of this job require lifting and/or transporting materials at various job sites, operating equipment/machinery, and performing construction-related tasks on an active construction site

Pre-Employment Screening Notice:

This position is classified as *safety-sensitive*. As such, all candidates who receive a conditional offer of employment will be required to undergo a background check **and** a drug screening that includes testing for Cannabis.

Please note: For non-safety-sensitive roles, our drug screening process does **not** include Cannabis, in alignment with Washington State law.

Compensation and Benefits:

- Salary range: \$90,000-\$120,000 (DOE)
- Annual bonus opportunity based on company and individual performance.

Benefits: Medical, Dental, Vision, Life Insurance, Dependent Care Insurance, HSA, FSA, Employee Assistance Program, Short Term Disability Insurance, 401 (k), 401 (k) Match. Other supplemental plans available upon request.

PTO: 108 hours of paid time off (combined vacation and sick leave) per year

Paid Holiday: 8 paid company holidays annually.

For more information about The Rush Companies, please visit:

<http://www.therushcompanies.com/rushcareers>

Equal Opportunity & Drug-Free Employer

Disclaimer: This job description is only a summary of the typical functions of the job, not an exhaustive or comprehensive list of all possible job duties and responsibilities.