



SUPERINTENDENT

Department: RUSH COMMERCIAL CONSTRUCTION
Reports To: Director of Operations
FLSA Classification: Exempt
Date:

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 a high-talent **Superintendent** to join a well-established regional construction company that specializes in Class A office, healthcare, multi-family developments and senior housing. The ideal Superintendent is an expert in successfully managing all field operations of a construction project. The Superintendent is responsible for representing the company and its *Guiding Principles* while ensuring that company policies are adhered to with regard to safety, scheduling, quality, budgeting and customer service/satisfaction. This position must demonstrate strong collaboration and leadership capabilities coupled with outstanding organization and time management skills.

Essential Duties & Responsibilities

- Strong ability to read and understand construction drawings and peripheral documents
- Familiar with requirements of construction drawings, specifications, and terms and conditions of project contracts, subcontracts and purchase orders
- Utilize knowledge of construction practices
- Ability to develop site logistics plan and coordinate with franchise utility providers
- Understand and identify constructability issues before they disrupt 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
- Prepare, forecast, and maintain responsibility for CPM project schedule - meet milestone dates
- Ensure quality control of materials and mechanical attachments in accordance with structural design
- Promote and enforce a clean, safe, and secure job site as required
- Regular "on time" attendance

- Safeguard materials against loss and damage, minimize waste
- Inspection and monitoring of subcontractor operations to ensure compliance with contract
- Coordinate site testing and inspections
- Prepare and submit daily reports
- Attend and participate in owner/subcontractor meetings
- Maintain daily tool log including, but not limited to, ladders, scaffolds, lasers, calibration, extension cords, and mechanical guards
- Ethical, honest, and accountable
- Willing and able to follow directions
- Ability to travel in the Pacific Northwest Region as required by management

Supporting Duties & Responsibilities

- Is the #1 advocate for jobsite safety
- If not Chair, present at all weekly safety meetings
- Superintendent to forecast long lead items by assessing schedule or accelerating current schedule
- Exhibits strong leadership qualities
- Brings a willingness to train and mentor less experienced field personnel at any level
- Ability to maintain discretion and confidentiality at all times

Job Requirements

- High school diploma or equivalent combination of education and experience
- Minimum 5+ years of related construction experience in scheduling, field supervision, procurement, and knowledge of production throughout all phases of construction

- ***Special Skills***

Proven written and verbal communication abilities; strong overall management, planning, problem solving and negotiation skills. Delegates work appropriately; proficient using computer applications, specifically Microsoft Office products, Microsoft Project, Procore and Bluebeam.

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

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

Compensation & Benefits

- **Salary Range:** \$120,000 - \$160,000 (DOE)
- **Benefits:** Medical, Dental, Vision, Life Insurance, 401 (k), 401 (k) matching, FSA, HSA, Tuition Reimbursement, Referral Program, Employee Discount, Professional Development Assistance, PTO, Bonus Pay, Vehicle Allowance & Fuel Card.
- **PTO:** 108 hours of paid time off (combined vacation and sick leave) per year
- **Paid Holidays:** 8 paid company holidays

Physical Requirements

The physical demands of this job may require 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.

Our team members at The Rush Companies have a strong reputation for exercising integrity, good judgment and sound business practices in our dealings with clients, consultants, subcontractors and suppliers. We are committed to selecting only those individuals who share in our loyalties while also maintaining our standards of quality and safety.

For more information about The Rush Companies, go to:

<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.