

Lafarge in Canada is proud to provide construction solutions in the buildings, infrastructure and industrial segments. These solutions are built with high performance products from our cement, aggregates, ready-mix concrete, asphalt and road construction, and concrete products divisions. From the use of alternative materials and recycling to renewable energy, Lafarge's focus is to develop innovative products that can contribute toward *sustainably* constructed building solutions. Lafarge takes *personal growth and development* to heart, and provides resources for our employees to take control of their own careers. Through our commitment to communities, to the health and safety of our employees and their families, or through the many volunteer hours of our employees, Lafarge demonstrates our care for people. If you want to work in an environment that values hard work, entrepreneurship, and collaborative teamwork, Lafarge is for you. *Building Better Cities* is what we do. Come *Build a Better Career* with us! More information can be found at www.lafarge.ca/en/careers.

Overview

The Asphalt Paving Superintendent is responsible for overseeing daily field operations, coordinating with owners and general contractors, and organizing crews and sub-contractors. The Asphalt Paving Superintendent is responsible for ensuring contracts are completed safely, on time, on budget, in compliance with specifications and customer expectations, ensures accurate revenue and cost information is provided to the accounting staff in a timely matter, and to review invoices and cost reports prior to release.

The Asphalt Paving Superintendent is integral in developing and maintaining the capability of the GVA operations organization to increase construction revenue and capability. This includes coaching and mentoring direct reports and continually promoting a culture of agility, collaboration, and empowerment (ACE) enabling continuous improvement.

This job description pertains to the following functions in the business unit:

- Paving
- Milling
- Grading
- Curb and Gutter / Sidewalk

Responsibilities

Health and Safety:

- Ensures safe and healthy working conditions in sites under his/her responsibility
- Ensure strict compliance with all health and safety rules and country regulations
- Ensure daily accountabilities are being met by reports
- Engage with all levels of employees, ensuring personnel are actively seeking solutions to identified risks
- Ensure contractors are active in Avetta

Financial Management:

- Responsible for following processes and monitoring results in order to meet all financial targets, including budgets, forecasts and profitability levels
- Responsible for accurate and timely entry and maintenance of data in order to support job cost accountants
- Timely and accurate customer account management following standard operating procedure

Customer Focus:

- Promotes solution-based selling to maintain strong customer relationships and be proactive in understanding customer needs
- Work with customers to resolve problems either internal or external
- Promotes extra products and services including coaching internal customer contact points on this topic
- Promote branded products

Operations Management:

- Attend and participate in project meetings
- Sign off on payroll
- Troubleshoot and resolve concerns regarding constructability with project team
- Manage field projects

Environment, Land & Community Relations:

- Ensure environmental standards are met and adhered to
- Ensure strict compliance to all environmental regulations
- Ensure interruptions/disruptions to the community are clearly communicated

People Management:

- Promotes an ACE culture
- 'Walks the floor.' Takes the time to be present in all locations of the operations, and to be open to all levels of the organization, to communication and concerns
- Ensure the right persons are in the right position, reflecting the Group diversity commitments. Hires and dismisses staff in co-ordination with HR, as required.

Dimensions:

- Direct Reports: 1-30 Unionized hourly
- Indirect Reports: 0-5 Salaried
- Relationships: Working relationships with owners, engineers, consultants and the public. Internally works with all departments which are directly or indirectly involved with the project.
- Volumes: Project can vary in size and scope
- Project Locations can be anywhere located in Greater Vancouver Regional District and Fraser Valley
- Hours of work may vary but are mainly during the day and 5 days a week but weekends and night shifts maybe required.

Specific Accountabilities

- Review project contract documents organize crews, materials; plan, organize and schedule work and determine cost effectiveness; lay out traffic control plans with rentals vendors and contractors
- Throughout project execution, attend job progress meetings to ensure compliance to contract specifications submitted scheduling and quality standards
- Consult with clients, vendors, subcontractors and others to discuss and formulate estimates, organize and manage contracts and resolve issues
- Order materials and delivery specific to the project
- Supervise subcontractor activities and coordinate activities between subcontractors and operations

Qualification Profile

Education:

- Engineering diploma or equivalent from a college or technical school; a minimum five years related experience and/or training; or equivalent combination of education and experience

Experience and Skill Set:

- Minimum of 5 years of field experience
- Good knowledge of Paving, Asphalt and Construction industry and working in unionized environment
- Proven team leadership
- Excellent problem solving and analytical skills
- Strong communication, negotiation and change management skills
- Ability to foster and grow a strong safety culture
- Independent thinker with a high capacity of working under pressure and stress
- Ability to read, analyze and interpret plans and specifications, professional journals, technical procedures, and governmental regulations
- Ability to effectively present information in writing, and respond to questions from a group of managers, clients, customers and the general public
- Ability to calculate figures, amounts, such as discounts, interest, commissions, proportions, percentages, area circumference and volume
- Ability to apply basic concepts of algebra and geometry

- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists
- Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form
- Computer proficient in word processing and spreadsheet applications

Competencies:

- Leading People
- Conflict Management
- Building effective teams
- Managing Diversity
- Drive for Results
- Delegation
- Customer Focus
- Interpersonal Savvy

Why work for us?

Working for **Lafarge** offers a wide variety of career opportunities that utilize your abilities and skills to contribute to a better world. In addition to local and global developmental opportunities, we provide employees with competitive compensation, a comprehensive benefits plan, a health & wellness program with financial incentives, an extensive global e-learning platform and much more! More information can be found at:

www.lafarge.ca

We thank you for your interest. Only candidates selected for an interview will be contacted. Lafarge is committed to the principles of employment equity and encourages the applications from women, visible minorities, and persons with disabilities.