



SPAWGLASS SENIOR SUPERINTENDENT

Education Required:

Previous experience as superintendent on project of \$30 million and above

Experience Required: 15+ years

Additional Requirements/Responsibilities:

- Best of class; offer special talent or knowledge; experience with \$30 million+ project as lead superintendent; act as outside resource to other projects
- Comprehensive understanding of legal and contract terms
- Understand CPM scheduling techniques; analyze schedules and make recommendations; instill scheduling discipline and technique in subordinates
- Be proficient with quantity surveys and field estimates; possess sound judgment; utilize outside resources well
- Lead preconstruction planning and specialty contractor scopes; participate in buy-out meetings
- Analyze budget reports and prepare risk management plans accordingly; consistently demonstrate the tenacity to improve financial performance on projects; best of class in management of direct field labor
- Understand contract deliverables and require subordinates to have working knowledge of same
- Demonstrate effective use of project controls as risk manager; interpret reports and formulate action plans; possess sound documentation skills; best of class in delegation and monitoring skills
- Best of class in disciplined use of project controls on projects; manage large projects effectively; be an effective teacher; supervise multiple superintendents
- Impact player; able to rescue meetings and facilitate conflict resolution
- Assume lead responsibility on large or multiple projects; possess successful track record; collect final payment in 90 days; obtain complete client satisfaction
- Best of class in communication skills; "over communicate" as necessary to ensure understanding and actions required; maintain good follow-up
- Demonstrate proven win-win negotiations
- Practice continuous improvement to enhance process and organization; implement ideas and change; influence and direct others to improve process and project organization
- Maintain lasting relationships with business partners and community; demonstrate exceptional team building and conflict resolution skills with both internal and external clients
- Industry leader; possess habits and business practices above reproach
- "Get the most" out of others; pull up others around him/her
- Best of class in client satisfaction; secure raving fan letters from clients, architects and specialty contractors
- Develop and implement new opportunities for self and others in career and personal development; provide demonstrated ability to train replacement
- Be proficient with available resources and tools; teach others in best practices and applications
- Conduct self with the highest ethical standards and follow the SpawGlass Ethics Policy at all times



SpawGlass Firm Highlights:

- Best Companies Group's No. 11 Best Company to Work for in Texas, 2009 (large-sized companies, 250+ employees category)
- 100 percent employee owned and operated by over 370 employee shareholders
- Excellent benefits include 6 percent 401(k) match, health club participation, stock purchase option, comprehensive medical and dental insurance

You may email your résumé to humanresources@spawglass.com, fax it to 210-651-4399 or mail it to SpawGlass, Attn: Human Resources, 9331 Corporate Dr., Selma, TX 78154.

You also may apply in person at:

- **1111 Smith Rd., Austin, TX**
- **4909 E. Grimes, Ste. 116, Harlingen, TX**
- **13800 West Rd., Houston, TX**
- **9331 Corporate Dr., Selma, TX**

SpawGlass is an Equal Opportunity Employer.