



HEAVY HIGHWAY SUPERINTENDENT

POSITION SUMMARY:

The Heavy Highway Superintendent is responsible for overseeing all field operations on heavy highway and civil construction projects, ensuring work is completed safely, efficiently, on schedule, and within budget. This leadership role manages field personnel, equipment, subcontractors, and daily operations while working closely with Project Managers to deliver high-quality roadway, bridge, paving, grading, and infrastructure projects.

ESSENTIAL JOB FUNCTIONS:

- ☒ Lead all day-to-day field operations on heavy highway construction projects from mobilization through completion.
- ☒ Supervise and coordinate Superintendents, Foremen, operators, laborers, subcontractors, and equipment resources.
- ☒ Plan and manage daily and weekly work schedules to maximize productivity and meet project milestones.
- ☒ Review project plans, specifications, schedules, and contract documents to ensure work is completed accurately and efficiently.
- ☒ Coordinate with Project Managers, owners, engineers, inspectors, utility companies, and subcontractors to maintain project progress.
- ☒ Monitor manpower, equipment utilization, production, and material deliveries to optimize project performance.
- ☒ Identify and resolve field issues while minimizing impacts to safety, schedule, quality, and budget.
- ☒ Ensure all work complies with company standards, contract requirements, and applicable NJDOT, OSHA, and local regulations.
- ☒ Promote and enforce a strong safety culture by leading daily safety meetings, inspections, and compliance efforts.
- ☒ Maintain accurate daily reports, production tracking, equipment logs, and project documentation.
- ☒ Mentor and develop field leadership while fostering accountability, teamwork, and continuous improvement..

EMPLOYEE BENEFITS:

- Comprehensive Medical, Dental & Vision
- Life Insurance

- Paid Time Off
- Paid Holidays
- Company Cellphone
- Company Vehicle
- Voluntary Long- and Short-Term Disability
- Voluntary Supplemental Life
- 401K with Discretionary Employer Match
- Aflac Supplemental Plans
- Flexible Spending Accounts
- Employee Assistance Program
- Discounts on Auto & Homeowner's Insurance through New Jersey Manufacturers

All positions within The Earle Companies have potential for advancement through our fully structured Career Development Program. We place a very strong emphasis on identifying High Profile Employees to help them advance up their career ladders. Those who possess the drive to succeed will be given the necessary tools for education and advancement.