



Mechanical Contractors Association of Canada



MECHANICAL CONTRACTING CAREERS

SITE SUPERVISOR

Do you have extensive construction experience in management or supervisory roles? Have you completed post secondary training in construction management, building science, civil engineering or architectural technology, or, do you hold a trade ticket relevant to the construction industry? Do you have a strong understanding of the construction trades? Do you understand how construction projects proceed? If your answer to these questions is yes, then you could become a Site Superintendent.

Also known as

- Commercial Construction Manager
- Construction Manager
- Construction Site Manager
- Construction Superintendent
- General Contractor
- Housing Construction Manager
- Industrial Construction Manager
- Pipeline Construction Manager
- Residential Construction Manager

What the work is like

Site superintendents oversee the construction process and are responsible for overall construction activities within the established design, budget and scheduling guidelines. This can include planning and scheduling, organizing, directing and controlling activities on the construction site.

Site superintendents work in the Heavy Industrial, Institutional and Commercial, and Civil Engineering construction sectors. They may also work on large or complex projects in the New Home Building and Renovation sector.

Your duties

Site superintendents perform some or all of the following duties:

- plan, schedule, organize, direct and control construction projects from start to finish according to schedule, specifications and budget
- prepare progress reports and issue progress schedules to clients
- oversee day-to-day field activities
- supervise the activities of subcontractors and subordinate staff
- conduct employee orientations and safety meetings

Work conditions

Site superintendents spend most of their time on construction sites.

As with all careers in the construction industry, safety is the top priority. While on construction or other job sites, site superintendents must be aware of and comply with all relevant safety policy and procedures.

Essential Skills

Human Resources and Skills Development Canada (HRSDC) has identified nine Essential Skills that are necessary to succeed in the workplace. These skills provide the foundation for learning all other skills and apply to most construction careers. Best of all, you can learn and improve on these skills in school, on the job and during your everyday life. The nine essential skills are Reading Text, Document Use, Numeracy, Writing, Oral Communication, Working with Others, Thinking Skills, Computer Use and Continuous Learning

The specific Essential Skills most important to this occupation have not been defined.

Typical background requirements

Extensive experience in the construction industry, including experience in supervisory, management or leadership roles is required. In some cases, a university degree in civil engineering or a college diploma in construction technology may be required.

Training and certification

The Canadian Construction Association awards qualified people with Gold Seal Certificates for several construction occupations, including the Gold Seal Certificate – Site Superintendent designation. For more information, visit www.goldsealcertification.com.

Salary ranges

Site Superintendent hourly wages vary depending on the contract, the company, and local and national economic conditions. Typical hourly wage ranges for site superintendents (based on national or regional averages) are as follows:

Inexperienced, newly appointed site superintendents

Region	Typical hourly rate
National average	\$16-\$19
Atlantic Canada	\$13-\$16
Ontario and Quebec	\$16-\$18
Western Canada	\$17-\$20

Based on national averages, inexperienced workers can earn annual salaries ranging from \$33,000 to \$40,000 per year, not including overtime.

Experienced site superintendents

Region	Typical hourly rate
National average	\$24-\$30
Atlantic Canada	\$20-\$25
Ontario and Quebec	\$24-\$27
Western Canada	\$28-\$34

Based on national averages, experienced workers can earn annual salaries ranging from \$50,000 to \$62,000 per year, not including overtime.

Highly experienced site superintendents

Region	Typical hourly rate
National average	\$38-\$44
Atlantic Canada	\$33-\$40
Ontario and Quebec	\$34-\$40
Western Canada	\$40-\$50

Based on national averages, highly experienced workers can earn annual salaries ranging from \$79,000 to \$92,000 per year, not including overtime.

Construction work can involve overtime, so your total annual salary will vary depending on the number of overtime hours you work.

In addition to the hourly rate, many construction industry workers receive statutory holiday and vacation pay. Depending on the contract, you may also receive benefits such as group insurance for health, dental, and vision care, retirement packages and training benefits up to 30% of your hourly rate. If you are self employed, it is up to you to arrange your own benefits.