

Join the City of Medicine Hat as a Superintendent of Construction

Permanent, Full-Time, On-Site

Are you an experienced water and sewer construction professional looking for an opportunity to lead and make an impact in municipal infrastructure projects? The City of Medicine Hat is seeking a Superintendent - Construction to oversee the successful delivery of water and sewer related construction, operations, and maintenance projects that enhance our community. If you thrive in a dynamic environment, excel at managing teams, and are committed to quality and safety, this role is for you!

The Superintendent - Construction is an on-site position located in Medicine Hat, Alberta. Relocation Assistance is available for the successful candidate. We're a community-minded city with an entrepreneurial spirit and a vibrant industrial history. Medicine Hat is Canada's sunniest city; spring starts early, and summer stretches out a little further, with an average of 330 days of sunshine per year. With a diverse range of cultural experiences, beautiful parks, and a sunny four-season climate, Medicine Hat is a place where you can truly feel at home. Explore the unique opportunities that make our city a great place to live, work, learn and play. [Move to Medicine Hat](#)

Your key responsibilities

- Plan, coordinate, and oversee construction, operations, maintenance, and deep utilities projects to ensure compliance with legislative, operating license, and City policy requirements.
- Supervise and provide leadership to permanent and temporary employees, including hiring, training, performance evaluation, and disciplinary actions.
- Ensure environmental, health, and safety policies, procedures, and training are maintained in compliance with regulatory and due diligence requirements.
- Develop and implement a Source Control Program for Bylaw and regulatory compliance.
- Conduct regular on-site inspections of wastewater disposal systems to ensure adherence to Water and Sewer Bylaws, National Plumbing Codes, and other applicable standards.
- Oversee audits, inspections, sampling, analysis, and reporting for the city's wastewater system, ensuring compliance with environmental regulations.
- Manage budgets, control costs, and optimize resource allocation for financial and operational efficiency.
- Prepare reports and maintain construction, operations, maintenance, and financial records for historical tracking and future planning.
- Communicate effectively with internal teams, external partners, regulatory agencies, and the public, addressing concerns and ensuring alignment on project goals.

What you bring

- Strong leadership skills with the ability to motivate, support, and manage teams effectively in a high-paced environment.

- Proven ability to hire, train, discipline, and evaluate employees while fostering a positive and productive work environment.
- Extensive experience in municipal construction, deep utilities, water distribution, and wastewater collection systems.
- Excellent problem-solving and decision-making abilities, with a proactive approach to identifying and addressing challenges.
- A strategic mindset with strong planning and organizational skills to manage multiple projects simultaneously.
- Advanced knowledge of Environmental Acts, Regulations, Licenses, Plumbing Codes, and municipal bylaws.
- Thorough understanding of contract tender principles, budgeting, financial management, and reporting requirements.
- Effective communication skills to collaborate with internal teams, contractors, and external stakeholders, ensuring alignment and successful project outcomes.
- Proficiency in Microsoft Office and ERP software for project management, reporting, and data analysis.

Qualifications

- Diploma in Civil Engineering, Water Resources Technology, Environmental Studies, or a related field from a recognized post-secondary institution.
- Minimum of five (5) years of directly related experience, including three (3) years in a supervisory role.
- Alberta Environmental Protection (AEP) Level 4 Certification in both Water Distribution and Wastewater Collection Systems.
- Valid Class 5 Alberta Driver's License with an acceptable driving record.
- This position has been identified as Safety Sensitive and requires the completion of a satisfactory pre-employment drug screen.

Why join us?

- **Make a Difference:** Contribute to the growth and development of our employees, fostering a culture of continuous learning and professional advancement.
- **Collaborative Environment:** Work with passionate professionals dedicated to achieving excellence and driving positive change.
- **Career Growth Opportunities:** Access ongoing training, development programs, and advancement opportunities to support your professional growth.

- Competitive benefits package: Enjoy a comprehensive benefits package including competitive base salary, health, dental, retirement plans and more.
- Competitive rate of pay: Starting at \$104,440.00 /year
- Relocation assistance available: Our vibrant community offers something for everyone, from the lowest combined tax rates in the country and affordable utility costs to a welcoming environment where people of all backgrounds thrive. With a diverse range of cultural experiences, beautiful parks, and a sunny four-season climate, Medicine Hat is a place where you can truly feel at home. Explore the unique opportunities that make our city a great place to live, work, and connect with others.