



Position: Construction Superintendent – Commercial

Reports to: President / COO

FLSA Status: Exempt / Salary

Status: Full-Time

Compensation: Varies by experience

Benefits: Medical, dental & more.

Sunspear is seeking an experienced Construction Superintendent to join our Commercial Operations team. As a Construction Superintendent at SunSpear you will be working on a variety of projects from installing solar systems, performing work for new and existing customers.

This is a leadership position, with the ideal candidate leading by example and striking the right balance of when it's best to jump in and self-perform work versus delegating tasks to fellow team members.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following (other duties may be assigned):

- Lead the on-site installation of solar PV, energy storage and related electrical systems that interconnect solar generation facilities.
- Organize and facilitate internal/external communications as they pertain to project development; hold weekly status update meetings and onsite project meetings with all Stakeholders, Sponsors, and Subcontractors.
- Maintain a positive attitude and lead the installation teams in a professional manner.
- Design the following: Site Specific Safety Plan, Staging Plan, Flagging Plan, Traffic Control Plan, Fall protection plan, Emergency Response, and Rescue plan.
- Perform, document, and write Site Hazard Analysis, report of all pre-existing conditions, and site evaluation.
- Responsible for execution of all contractual obligations to the client based on EPC Contract.
- Coordinate and integrate the on-site activities associated with the engineering, procurement, construction, commissioning, and warranty elements of the project team, including the activities of all third-party organizations.
- Act as liaison and manage relationships with governmental, environmental as well as engineering firms and consultants to prepare all necessary documentation for presentation to the proper authorities to close permits & pass inspections.
- Develop an understanding of relevant state, county, and city codes, procedures, and regulations required by the local planner and building departments.



- Develop an understanding of utility companies' electrical requirements and interconnection agreements.
- Create & implement processes and procedures to improve cash flow, boost profit margins, and enhance the customer experience.
- Create a positive and engaging work environment by:
 - aligning individual and team objectives to department and company objectives.
 - managing and supporting employee development and growth.
 - providing regular and direct feedback on performance and goal progress.
- Support the development of complete scopes of work for projects.
- Ensure work performed by all installers & electricians is of good workmanship and compliant with current NEC and local codes.
- Troubleshoot installation problems and resolve construction issues as they arise; evaluate alternatives and implement solutions.
- Work with the Project Manager and other project stakeholders to facilitate the construction stage of projects.
- Work with local inspectors to satisfy local requirements and expectations.
- Perform all construction tasks per manufacturer's installation guidelines.
- Responsible for day-to-day project coordination, maintaining project schedules, delegating tasks, and managing project activities across multiple departments and functions under the direction of Senior Management.
- Oversee electrical wiring of solar array/system (DC and AC) in addition to installing conduit raceways.
- Recruit and train apprentices and roof installers to help grow the team and add additional crews.
- Supervise and lead satellite installation crews and subcontractors as needed.
- Perform site survey activities as needed, with a team and independently.
- Review project installation plans with the Crew Leads and other project stakeholders such as the Project Engineer and Project Manager.
- Assist in project cost management, preparing and reviewing change orders and tracking budgeted project costs versus actuals.
- Support Subcontractor relations including: scheduling, subcontract management, communications, job reporting and compliance.
- Move project through stages in project tracking software tools by updating CRM software as required.
- Upload project photos to company share drive and/or CRM software.
- Assist in tracking inventory for the bill of materials (BOM) for each project.
- Ensure installation crews maintain an organized and accounted for inventory in company vehicles and warehouse areas.
- Communicate project status, risks, and opportunities to the Management team.
- Coordinate schedules with crew and Management team
- Attend mandatory training sessions on new products, installation methodology and safety.



- Oversee safe & clean job sites.

RELATED EXPERIENCE AND EDUCATIONAL REQUIREMENTS

Minimum requirements - *The least amount of skills and training candidates must have to do a specific job. Candidates not meeting these requirements will not be hired for this position.*

- 6+ years of Solar PV installation experience on commercial systems, 3+ years of crew management experience in solar construction
- High school diploma or equivalent required
- Extensive knowledge of commercial electrical and structural systems, blue prints and spec sheets.
- Regular, reliable and predictable attendance required.
- Ability to travel between job sites - Maintain Valid Driver's License Required and Clean Driving Record
- Strong math and analytical skills with sharp attention to detail
- Ability to operate proficiently within the in-house computer software programs
- Experience complying with OSHA safety requirements and regulations.
- Professional appearance and excellent customer service
- Ability to safely handle power tools, hand tools as well as materials such as ladders, inverters, solar panels, panel boards, batteries and other similar electrical equipment, lumber, roofing materials, etc.
- Excellent problem-solving skills.
- Proactive and calm communication when working under pressure and deadlines.
- Be highly organized and able to work with deadlines.

Physical Requirements:

- Ability to make multiple trips up and down a ladder, daily
- Ability to lift, squat, deadlift, pull and carry up to 50 lbs., daily
- Ability to work at the ground level, kneeling, or bending daily
- Ability to kneel and stand repeatedly (lunges), on a daily basis

Driving Requirement:

- Must possess a valid driver's license in the state where the work is to be performed
- Ability to drive a vehicle during the normal course of business
- Must maintain a clean driving record with the ability to pass a driving background check

Preferred requirements

- OSHA 30 Certification
- Hawaii Journeymen's Electrician License
- Degree in Construction Management



- Strong understanding of NEC codes with emphasis on solar PV installations
- Proficient in the installation of grid-tied and micro inverter applications.
- Excellent customer service skills in addition to solid verbal and written communication skills
- NABCEP certifications

Why start an exciting career with SunSpear?

- Be part of one of Hawaii's fastest growing companies (Top 3 in 2021 and 2022), within a fast-growing industry that provides a valuable service of helping clients save money while simultaneously promoting sustainability.
- Company growth opens doors for career advancement, and we love to promote from within.
- A mentorship environment with a strong team of industry veterans to learn from and who will encourage you to be successful!
- Bonuses for sending us referrals!
- As a company, we have built a positive and family-style culture within the organization; we pride ourselves on a fun team atmosphere with result-based incentives.

Equal Employment Opportunity Policy

We provide equal employment opportunities (EEO) to all applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, we comply with applicable state and local laws governing nondiscrimination in employment.