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SITE **SUPERINTENDENT**

Onyx & Oak Homes – North Idaho

ROLE OVERVIEW

Onyx & Oak Homes is a high-standard custom homebuilder committed to building homes — and a company — we're proud to put our name on.

We are hiring a **Site Superintendent** to take ownership of day-to-day field execution across our projects. This role is the **on-site leader**, responsible for coordinating subcontractors, protecting quality, maintaining schedule discipline, and modeling the standard of professionalism we expect on every jobsite.

This is not a desk role and not a "hero" role.
It is a **field leadership role** built on ownership, clarity, and consistency.

When this role is done well, problems stop on the jobsite — not at the owner's desk.

WHAT THIS ROLE EXISTS TO DO

The Site Superintendent ensures that:

- Work is done once and done right
- Trades are coordinated, respected, and held accountable
- Quality is protected before it's covered
- Jobsites are clean, calm, and professional
- Issues are surfaced early and handled responsibly
- Clients are shielded from internal chaos
- Onyx & Oak standards are enforced — even when no one is watching

This role represents the company in the field and sets the tone for how work gets done.

WHAT WINNING LOOKS LIKE IN THIS ROLE

Someone winning in this role:

- Runs jobsites that feel calm, organized, and intentional, even when things get busy
- Catches issues early and handles them before they become bigger problems
- Holds subcontractors to a high standard without drama or ego
- Protects quality so work is done once — and done right
- Keeps projects moving forward without needing constant direction or rescue
- Makes the owner less necessary in the field over time

When this role is working well, the jobsite runs smoothly, the team trusts the leadership on site, and the client experience is protected — even when challenges arise.

WHO THIS ROLE IS FOR

This role is a strong fit for someone who:

- Takes pride in well-run jobsites
- Thinks ahead and coordinates proactively
- Is calm, steady, and solutions-oriented
- Values respect over ego
- Can hold standards without raising their voice
- Understands that leadership is shown through consistency

If you need chaos to feel productive, this role will feel uncomfortable.

KEY RESPONSIBILITIES

Jobsite Leadership & Coordination

- Be present on site during active phases of construction
- Coordinate subcontractors, inspections, and sequencing
- Enforce jobsite standards, expectations, and schedules
- Maintain clean, organized, and safe jobsites
- Serve as the primary on-site authority for field execution

Quality Control & Craftsmanship

- Verify work before the next trade begins
- Catch issues early — backing, blocking, layout, detailing
- Stop work when standards are not met
- Protect long-term durability and pride in workmanship

Communication & Ownership

- Communicate clearly, calmly, and early
- Surface issues with context and proposed solutions
- Take ownership of execution-related problems
- Escalate appropriately — without drama or delay

Culture in the Field

- Model calm under pressure
- Treat trades with respect while holding the line
- Address misalignment early rather than letting it linger
- Reinforce that code is the minimum — pride is the standard

WHAT THIS ROLE DOES *NOT* DO

To protect clarity and authority, this role does **not**:

- Negotiate contracts or change orders
- Make budget or pricing commitments to clients
- Freelance decisions outside agreed standards
- Override company processes "because it's faster"

This role owns execution — not exceptions.

CLIENT INTERACTION

This role is not client-facing by default.

The Site Superintendent's primary responsibility is to **protect the client experience** by:

- owning execution,
- preventing surprises,
- and ensuring the field runs smoothly.

Client walkthroughs or direct interaction may occur when appropriate, but communication and commitments are coordinated through the Owner / Operations Lead to maintain clarity and alignment.

CURRENT SCOPE (2026–NEAR TERM)

- Custom homes generally $1M+
- 2–4 active projects at a time

- Heavy involvement during critical phases (framing, MEPs, finishes)
- Close coordination with the Owner / Operations Lead

As Onyx & Oak Homes grows, this role has the opportunity to expand in responsibility, leadership scope, and influence across additional projects. We are building for the long term and value people who want to grow with the company.

EMPLOYMENT DETAILS

- **Classification:** W-2 employee
- **Compensation:** Competitive with experience
- **Incentives:** Performance-based incentives tied to quality, schedule, and standards
- **Reports to:** Owner / Operations Lead

A FINAL NOTE

If you're reading this and thinking, *"This is already how I work,"* you'll likely feel at home here. If it feels heavy, uncomfortable, or like more responsibility than you want, this probably isn't the right fit — and that's okay.

Onyx & Oak Homes is intentionally building something durable: calm jobsites, high standards, clear ownership, and shared pride in the work. For the right person, this role offers trust, responsibility, and the opportunity to grow with the company over time.