

NORTHCENTRAL Construction
Director of Operations and Training

This position is responsible for coordinating and scheduling all field employees. They communicate with the office and site managers to determine crew needs and then ensures crews are scheduled, equipped and dispatched to the jobsites. This person is responsible for coordinating and conducting training of apprentices and trades workers.

Specific Duties:

- Conduct interviews on perspective team members.
- Assist with new hire on boarding program and skills orientation
- Schedule crews with appropriate manpower adjusting when needed.
- Coordinates with staffing agencies to augment the Northcentral workforce as needed.
- Assign and facilitate movement of Northcentral equipment and supplies
- Coordinates the rental of cranes and other large equipment as needed.
- Represents the company at high schools, colleges, and job fairs.
- Responsible for apprentice training program and advocates for the ABC Apprenticeship program.
- Serves as a mentor for Northcentral apprentices and provides ongoing one on one training.
- Work with estimating and project manager on establishing project scope and production rates.
- Work with foreman on meeting established production goals.
- Track and report on daily crew performance and production.
- Perform employee reviews with input from Northcentral Leadership.
- Continuous communication with senior management on all employee relations.

Minimum requirements

- A leader with a high level of initiative and the ability to deal with a variety of personalities.
- Must be a problem solver who can effectively communicate solutions.
- Must be a team player and communicate well with management, and field staff to accomplish company goals.
- Able to work independently and make sound decisions in a high stress
- High School Diploma/GED Equivalent Required
- Class D-Regular (Auto, Light Truck, Moped) Required
- 18 or older required
- Good Physical Condition

Wage

- Salary negotiable based on experience.
- Annual bonus is paid based on company and individual performance.

Benefits:

- **Paid time Off/Vacation Pay**
- **6 Paid Holiday's** – Christmas, New Years, Memorial Day, July 4th, Labor Day, and Thanksgiving
- **Health, Dental, Vision & Life Insurance** Company pays most of the employee and dependent premiums
- **401K** retirement plan with a generous company match and both traditional and ROTH options.
- **Company Vehicle** – a vehicle is supplied, all gas and maintenance costs paid by company
- **Company Charge Card** to be used for company related expenses
- **Technology Package** includes cell phone, computer, or tablet