



## Hi-Desert Water District Classification Specification

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**Job Title:** Construction Superintendent

**Job Grade:** 16

**FLSA Status:** Non-Exempt

**Date:** July 2025

### **JOB SUMMARY**

Under the general supervision of the Director of Operations, the Construction Superintendent leads the work of District Construction crews. Completes construction projects by planning, organizing, and controlling projects; completing quality inspections; supervising staff; ensuring adherence to state and local codes, arranging for necessary equipment and keeping construction project cost at or, if possible, under budget. Responsible for heavy equipment operation, basic vehicle and equipment maintenance, and various construction tasks as necessary.

### **ESSENTIAL FUNCTIONS** *(include but are not limited to the following)*

*Class specifications are only intended to present a description summary of the range of duties and responsibilities associated with specified positions. Therefore, specifications **may not include** all duties performed by individuals within a classification. In addition, specifications are intended to outline the minimum qualifications necessary for entry into the class and do not necessarily convey the qualifications of the incumbents within the class.*

- Provides on-site project supervision, guidance, and direction.
- Ensures safe and proper working conditions.
- Provides support, mentorship, and guidance to all members of the District Construction crew(s).
- Supervises and evaluates the performance of assigned staff; establishes performance requirements; monitors performance and provides coaching for performance improvement and development.
- Recommends changes in goals, procedures, policies, equipment, budget and or personnel to achieve performance efficiencies.
- Reviews acquisition requirements and develops recommendations regarding the purchase, servicing, testing, inspection and repair of District facilities, and operation functions.
- Expertly operates all the District's heavy equipment, including tractor trailer unit, forklift, motor grader, water truck, rubber-tired loaders, service trucks, rubber-tired backhoes, and directional boring machines.
- Reads and interprets drawings, diagrams, and blueprints; provides information for update of District maps and as-builts.
- Deals effectively and courteously with employees, management, customers and the general public.

- Ensures compliance with the District’s policies and safety procedures.
- Assists the Director of Operations with long-range planning of District maintenance and provides input and review for the development and administration of District field operations.
- Assists in developing the Operations capital improvement budget.
- Coordinates construction projects with the public, contractors, and representatives of other agencies.
- Is designated as OSHA-compliant Competent Person.

## **JOB SPECIFICATIONS**

### **Knowledge of:**

- Heavy equipment operation procedures, maintenance, and repair.
- Pertinent laws, codes, safety order, and safe work practices related to construction work.
- Federal, state, OSHA, and District work safety standards and requirements.
- Rules, regulations, and codes applicable to OSHA and District construction functions and trench safety.
- Geography of the District, and location of District facilities.
- Proper traffic control procedures.
- Proper procedure in the utilization of Underground Service Alert.
- Customer service procedures.

### **Skills and Abilities:**

- Ability to direct the work of single or multiple construction crew(s).
- Skills necessary to train and direct construction personnel.
- Ability to read and interpret drawings, diagrams and blueprints.
- Skills required to ensure the proper maintenance, operation, and repair of District construction equipment.
- Ability to learn, follow, and ensure District safety programs.
- Ability to interface with District customers and employees in a professional and courteous manner.
- Skills to establish and maintain cooperative working relationships with management, crews, and other departments.
- Ability to work with little or no supervision.

## **PHYSICAL, MENTAL AND ENVIRONMENTAL WORKING CONDITIONS**

*The essential functions of this position may require the employee to perform the following physical activities. Some of these requirements may be accommodated for otherwise qualified individuals requiring and requesting such accommodations.*

### **Physical Demands**

- Operates District vehicles and equipment in distribution system construction, maintenance, and repair work.
- Enters and exits a vehicle multiple times daily.
- Must be able to frequently carry, push, pull, reach, and lift equipment and parts weighing up to 100 pounds.
- Frequently stoops, kneels, crouches, crawls, and climbs during field maintenance and repair work.
- Walks, stands and crouches on narrow, slippery, or moving surfaces, or uneven terrain.
- Works in an environment with exposure to dust, dirt, and significant temperature changes between cold and heat.
- Communicates orally with District staff in face-to-face, one-to-one, and group settings.
- Regularly uses a telephone and mobile radio for communication.

- Uses office equipment such as computer terminals, copiers, and FAX machines.
- Stands and walks for extended time periods.
- Hearing and vision within normal ranges with or without correction.

## **QUALIFICATIONS**

### **Education, Training and/or Previous Work Experience**

Any combination of experience and training that would provide the knowledge and abilities to perform the position is qualifying. A typical way to obtain the required knowledge and abilities would include the following:

- High school diploma or equivalent.
- Minimum of five (5) years of broad and extensive experience within the water distribution industry including the safe operation of heavy equipment, repair and maintenance of water main lines, hydrants and service connections. Basic knowledge of Cla-Vals and an understanding of pressure reducing stations required. Experience in emergency main line shutdowns, and proper knowledge of loading and testing a main is preferred.
- Minimum of three (3) years of experience in a lead position or as a supervisor.

### **License / Certificate:**

- Possession of an appropriate California Class A Driver's license, with Air Brake and Tanker endorsement, as issued by the State of California and satisfactory driving record free from multiple or serious traffic violations or accidents for a period of at least two (2) years.
- Possession of a California DHS Grade 4 Distribution Certification.
- Possession of a California DHS Grade 2 Treatment Certification.

### **Other requirements:**

- Completion of and satisfactory results of pre-employment drug and alcohol test; physical examination (including x-ray) indicating fitness for duty; DMV record review; and background investigation.
- This is a Federally regulated DOT position subject to the District's Drug Prevention and Employee Testing Program which is conducted in accordance with Title 49 CFR Part 40.