

Position: Senior Site Superintendent
Sector: Water & Wastewater Infrastructure Construction
Job type: Permanent full-time
Location: Greater Toronto Area (Mississauga based)
Salary Range: \$135,000-\$150,000
Posting No: 2026-01-28-03SRSS
Posting Type: Current vacancies and future projects

ASCO's Senior Site Superintendent provides, and is accountable for, the necessary planning, controlling, direction, and coordination of the work of subcontractors and ASCO's own forces on site. He/she provides day-to-day leadership in managing the construction site and executing field operations in a safe and consistent manner to meet the objectives of continued and sustainable growth of the Company.

Some of the Senior Site Superintendent responsibilities include:

- Providing safety leadership on site
- Monitoring safety performance of subcontractors and ASCO's own forces
- Planning, scheduling, and controlling daily construction activities on site
- Ensuring the project is being constructed in accordance with plans and specifications
- Ensuring quality of workmanship and building materials
- Ensuring sufficient manpower is provided to achieve safety, schedule, and quality objectives
- Fostering and maintaining positive relations and communication with clients, consultants, architects, and subcontractors.

The preferred candidate will:

- Have at least ten (10) years' site supervision experience in the Water & Wastewater infrastructure or Heavy Industrial/ Civil, or Oil & Gas construction sectors with a general contracting or process mechanical company.
- Have journeyman trade experience in carpentry, mechanical, or electrical (highly regarded).
- Hold a Professional Engineering or College degree in construction related program, in Civil or Mechanical Engineering.
- Gold Seal (GSC), Project Management Professional (PMP) or LEED AP certifications are an asset.
- Have extensive experience in concrete works, earthworks, process mechanical, and electrical construction of water & wastewater experience is preferred.
- Have direct site supervision of large heavy civil/industrial, oil & gas or Water & Wastewater construction projects valued over CAD\$30mm.
- Demonstrate superior leadership, motivational, and mentoring skills.
- Have strong supervision, negotiation, and problem-solving skills.
- Have excellent communication skills in English (verbal and written).
- Be customer service focused and results oriented.
- Be able to read, understand, and interpret contract documents, drawings, specifications, scopes of work, and project schedules
- Be eligible for security clearances and possess a valid driver's license

- Have working knowledge of MS Office suite (Word, Excel, and Outlook), and Bluebeam.

Employment Benefits

- Company vehicle
- Health, Dental, and Disability benefits program
- Employee Family Assistance Program
- Matching RRSP program (up to 5% of base salary)
- Profit-sharing opportunities
- Performance and merit-based recognition
- Health and Wellness (flexible hours, work-life balance)
- Continuing Education reimbursement program
- Professional and career development opportunities

Apply today by submitting your resume to: hr@ascoconstruction.com

About ASCO

ASCO Construction Ltd is a privately-owned, family-oriented, construction services and solutions provider serving the Canadian construction market. In 2025, ASCO celebrated 37 years of successful operations with a solid track record of completed projects in the Water & Wastewater Infrastructure and Industrial, Commercial & Institutional market segments and we continue to safely deliver projects valued to upwards of \$200mm.

At ASCO, our core values drive how we do business and how we interact with our employees, business partners, customers, and the community in which we operate. Our people are passionate about construction and about providing cost effective solutions. We love building things that matter, and we love challenges. We are innovative and creative in our initiatives. We do the job right the first time and exceed expectations while respecting agreed upon timelines.

The strength of our team lies in the combined experience and expertise of our people. We are awesome with each other and accountable to one another. We approach every business relationship as a partnership. Our priority is to safely deliver safe construction projects while creating value for our customers and maintaining long-term business relationships with all our partners.

Equal Opportunity Employer:

*ASCO is an inclusive and equal opportunity employer. We are committed to fair and equitable employment practices and do not discriminate in employment opportunities or practices on any basis protected by the **Ontario Human Rights Code**. Employment decisions are based on merit, qualifications, and abilities.*

Accessibility & Inclusion:

We are committed to an inclusive and accessible recruitment process. Accommodation for applicants with disabilities will be provided upon request at any stage of the hiring process.

Use of Artificial Intelligence:

We may use artificial intelligence-enabled tools to assist with the screening of applications. These tools are designed to support fairness and consistency in our hiring process, and all final hiring decisions are made by our recruitment team.

We wish to thank all applicants for their interest but regret that only those selected for an interview will be contacted.