

NOW HIRING

Operations Manager / General Superintendent

Heavy Highway Asphalt Paving • Northern Illinois (Chicagoland Area)

We are a heavy highway asphalt paving contractor in Northern Illinois seeking an experienced **Operations Manager / General Superintendent** to lead field operations, crew planning, and safety across our paving and roadway construction projects.

POSITION SUMMARY

This role oversees day-to-day field operations, from seasonal planning through daily crew, plant, and dispatch coordination. The Operations Manager / General Superintendent works closely with superintendents, foremen, plant dispatch, and office staff to keep crews staffed, schedules on track, and safety front and center throughout the paving season.

KEY RESPONSIBILITIES

- **Company Wide Spring Meeting Preparation:** Collaborate with office staff on invitations, reminders, and logistics. Finalize agenda, speakers, employee list, hotel accommodations, retirements/milestones, gifts/giveaways, and equipment for Respiratory Fit Testing.
- **Pre-Season Operational Setup:** Review radios and perform checks; coordinate offseason safety training (aerial lift, forklift, CPR/First Aid, OSHA, etc.); seek labor, operators, and flaggers; evaluate safety consultants; coordinate equipment repairs with shop; discuss trucking apps and crew alignments.
- **Season Startup & Crew Planning:** Review crew needs and impacts from retirements with field personnel; recruit industry talent; coordinate with signatory unions (Local 150, Laborers 1035 & 152); schedule early plant startups to optimize efficiency with available plants, jobs, and personnel.
- **Superintendent Interaction & Two-Week Schedule Management:** Interact daily with superintendents and foremen (adapting style as needed); modify crew assignments; gather data and build the two-week schedule.
- **Daily Truck & Production Scheduling:** Modify daily schedules based on performance and conditions; coordinate trucking needs and next-day goals with foremen; monitor productions, hourly mix shipping, and adjustments with plant dispatch; account for weather, personnel, subcontractors, equipment, and priorities.
- **Daily Crew & Superintendent Coordination:** Collaborate on next-day crew setups and adjustments; communicate multiple times daily to monitor progress, subcontractors, and schedule gaps; use the two-week plan to address issues dynamically.
- **Plant & Dispatch Involvement:** Balance plant orders and mixes; communicate plant status and customer impacts; coordinate closely with Head Dispatcher on truck orders, lowboy/equipment moves, priming schedules, and conflict resolution.
- **Safety Responsibilities:** Oversee the full safety program including training setup, weekly Toolbox Talks, monthly safety committee meetings to review incidents, and maintenance of the incentive program with monthly reviews.

QUALIFICATIONS

- **Extensive experience in heavy highway/asphalt paving operations**, including plant, crew, and production management.
- **Proven leadership experience** supervising superintendents, foremen, and field crews across multiple simultaneous projects.
- Working knowledge of signatory union agreements and labor relations (Local 150, Laborers 1035 & 152).
- Strong understanding of asphalt plant operations, mix production, and trucking/dispatch coordination.
- Demonstrated commitment to safety, including experience building and overseeing a safety program.
- Ability to adapt communication style across superintendents, foremen, dispatch, and office staff.
- Excellent organizational skills with the ability to manage daily, two-week, and seasonal planning simultaneously.

- Valid driver's license and willingness to travel to job sites and plants as needed.

WHAT WE OFFER

- Health and vision insurance
- 401(k)
- Paid time off and holidays
- Opportunities for career advancement

TO APPLY

Please submit applications to jobs@peterbaker.com