



**Job Posting: Site Superintendent**  
**Location: Western Region of United States**

**About Iconergy**

Iconergy is a growing performance contracting and energy engineering firm headquartered in Denver, CO. We are a team of experienced energy engineers, design-build professionals, and problem solvers who came together to enhance the efficiency of the built environment.

We deliver value to our customers by integrating specialized technical knowledge with outstanding and collaborative project development, management and delivery. Our customer focused approach advances their agenda in all phases of design and construction.

Iconergy's Design-Build team maintains a diverse portfolio of large and small projects that build long term relationships with our customers. We offer turnkey solutions including performance contracting and other design-build services. Our projects include K-12 schools, recreation centers, higher education, municipal, correctional facilities, medical facilities, and private commercial buildings.

**Position Summary**

Iconergy is seeking high valued team members to add to our Design-Build Team. The successful candidate will work directly with Iconergy's Project Managers and our team of subcontractors to deliver excellent customer service, high quality work product, and ensure timely and on-budget completion of our projects. Project sites are often on the Western Region but can be anywhere in the United States.

You will initially service a portfolio of projects that are improving the efficiency of building systems that consume water and energy in commercial and sometimes industrial facilities. Example systems may include: replacement of water fixtures, HVAC systems, BAS controls, lighting, insulation, ground source geo-exchange, and renewables such as solar PV. Our project teams develop projects that improve the conditions inside the facilities while reducing operating and maintenance costs and the use of natural resources.

You will serve as the face of Iconergy to our customers and our partners – i.e. the facility staff and our subcontractors. We are looking for someone who will maintain high levels of professional standards and relay information about the project to other members of the Iconergy team and the facility staff.

We will need you at the active job site(s) typically up to four and sometimes five days per week. You will be assigned to one project at time but may, but in some cases, be assigned a second.



Your work will mean something to both to our internal team and to our customers. You will dictate the critical path and lead the project to completion. Your ability to communicate effectively, to make well-informed decisions fairly independently, and to deliver on your commitments will directly affect our collective success. Iconergy is committed to building an engaging and employee-centric work environment that empowers you to deliver the quality of work you are passionate about for the near and long term.

**A day in the life of the successful candidate:**

You will serve as the day-to-day liaison between the customer, Iconergy staff, and our partners. For example, you will:

- Supervise and motivate our experienced subcontracting team to meet our target schedule, regularly updating the schedule.
- Develop strong relationships with staff at the facility, especially the facility manger and head of maintenance, by managing expectations and providing regular updates.
- Communicate daily with Iconergy staff to review the status of the project, highlight any concerns, and develop approaches to address them
- Prepare and lead periodic update meetings with facility staff, subcontractors, customer corporate staff and remote Iconergy staff
- Ensuring and maintain safety compliance of subcontractors and all on-site personnel

The role requires good organizational and communication skills to effectively interface with a wide range of Iconergy, customer, and partners, sometimes about sensitive issues.

You will also provide service in a quality control role, ensuring that we meet and exceed the customer's expectations. For example, you will:

- Ensure that the technical work done by the subcontractors meets specifications.
- Deliver project status reports that detail contractor performance, progress toward current schedule, open issues, and action items.
- Update or assist the PM with the schedule as it evolves. (This may be done in Microsoft Excel or, preferably, Microsoft Project.)
- Understand and deliver on safety programs developed by Iconergy and the customer.
- Qualify any potential changes in scope for Iconergy's Project Manager.



You will work with a team that encourages and supports you to:

- Work independently
- Take pride in the work that you do.
- Create processes to complete tasks even when there is no previously documented process in existence.
- Think critically about different approaches and implement the ones that are most appropriate for the situation.
- Practice and refine your leadership skills on a daily basis.
- Openly discuss concerns and propose solutions to address them.

### **Special Considerations**

Working in client facilities often requires a certain sensibility. For example, you will need to:

- Be cognizant of your surroundings and on guard/safe at all times.
- Adhere to strict protocols established by our customers regarding interactions with occupants, management of the construction team's equipment, etc.
- Be ready to adapt to changing situations and the unique considerations that exist in different parts of the facility.
- Treat everyone that you encounter with dignity while completing your professional responsibilities efficiently.

### **The successful candidate's background will look something like this:**

- High school diploma or GED required; BA/BS in Construction Management, Engineering, Architecture, or Facilities Management or equivalent work experience preferred.
- Minimum four (4) years of work experience in construction at foreman or higher level. Retrofit and MEP/controls systems experience highly valued. Prior design-build and/or performance contracting experience a plus. Work experience with public sector facilities (schools, municipal, state, corrections, rec centers, etc.) highly preferred.
- Technical savvy with a basic understanding of electrical, HVAC, and plumbing systems.
- Demonstrated excellence in communication (written and oral) in English. Conversational Spanish a plus.



- Basic skills in MS Excel, Word, Outlook, and preferably MS Project. Skills in Visio or SketchUp a plus.
- Successful candidate can be based anywhere; however, being based in the Western Region of the US, especially Colorado, or the Chicago area would be preferred.

The ideal candidate will also fulfill the following:

- Pass NCIC background check (required).
- Pass an initial drug test and subsequent random drug tests (required).
- Hold a valid drivers license and provide your own mode of transportation (required).
- Hold a general contractor B license in Colorado or other state (preferred).
- Completed OSHA 10-hour or 30-hour Construction training (preferred)

This position will require you to frequently stand; walk; and reach with arms and/or hands. Specific vision abilities include close vision, distance vision, depth perception and the ability to adjust focus. While performing the duties of this job, you will be regularly required to sit for long periods of time; talk or hear; perform fine motor, hand and finger skills in the use of a keyboard, telephone, or writing. You will also be required to lift up to 50 pounds on a regular basis.

We value teammates who are committed to the Iconergy team and adaptable to potential shifts in the specifics of their role. Our positions are similar to those at other growing firms: they are functions of the marketplace and, therefore, dynamic. We have described the position as it is forecasted from today through the next twelve months. We are constantly evolving our services and also addressing client requests that may change the description in a number of ways over time.

### **Benefits**

Employment benefits at Iconergy include an RTD pass, monthly gym membership stipend, 401K, health/vision/dental insurance, paid time off, short- and long-term disability, and performance incentives, among others.



## To Apply

Please send an email to [careers@iconergyCO.com](mailto:careers@iconergyCO.com) with the position title as the subject line and include the following documents:

- **Resume and Cover Letter** – Help us understand why you are the right fit for our team. Tell a story, highlight your most applicable skills, do whatever you think will capture the essence of what you will bring to the table.

*Iconergy is an equal opportunity employer, and we value diversity. We encourage applications from all demographics and especially those that are traditionally under-represented in engineering and construction.*