



## Mechanical Superintendent

Join CIMS LP as a Mechanical Superintendent, leading large project worksites with a focus on safety and quality. Drive strategic initiatives and contribute to our company's success while embodying our core values of **Our People, Our Promise, Our Passion**, and making a lasting impact in the industry.

### ***You will report to the Construction Manager and be accountable for:***

- Supporting and advancing CIMS' Culture, Values, and business strategy.
- Demonstrating professionalism and fostering a respectful workplace environment while promoting collaboration, innovation, and engagement in alignment with CIMS corporate values.
- Ensuring successful communication and interaction with client representatives on-site.
- Leading, mentoring, coaching, and facilitating the development of General Foremen and Foremen.
- Overseeing the planning, scheduling, and objective-setting for work activities during the project, ensuring their successful execution.
- Supervising activities, people, materials, and equipment on the project site during scheduled work shifts.

### ***You are the ideal candidate for this role if you:***

- Hold certification as a certified Millwright or Pipefitter journeyman and be a member (or willing to join) of their respective union, local 2736 or 170.
- Demonstrate over 5 years of experience in field, project, and supervisory roles, including directing the work of others.
- Possess proficiency in reading drawings, plans, and blueprints, along with strong skills in MS Office and relevant technology.
- Exhibit strong leadership, communication, and conflict resolution abilities, with a focus on collaboration and achieving company goals.
- A proven track record of effective project estimation, planning, and execution, as well as understanding Project Controls and managing costs.
- Possess the soft skills necessary to build lasting relationships with customers and crew members.

### ***Your success in this role will be measured by:***

- Ensure compliance with all CIMS and client safety policies and protocols, fostering a safe working environment.
- Implement safe working procedures and conduct hazard analyses to monitor and maintain safe work practices.
- Manage, lead, and mentor team members, general foremen, and foremen, fostering their development and growth.
- Coordinate plans, schedules, and site personnel effectively, ensuring optimal resource allocation.
- Identify and address training and development needs for foremen and general foremen, conducting performance evaluations as required.
- Provide leadership and direction to the work crew, emphasizing safety, machine operation, and quality.
- Collaboratively manage site supervision succession plans and provide trade-specific leadership and support on projects.
- Support a collaborative work environment, address issues among crew members, and provide escalation support when needed.
- Ensure quality standards are met and exceeded, conducting root-cause analyses for barriers to project progress or issues related to quality.



**About CIMS LP:**

CIMS LP is a 100% Canadian-owned and operated mechanical contractor serving locations across Canada. We provide services in the heavy industrial sector, including the largest plant shutdowns and complex industrial projects in the Oil & Gas, Mining & Industrial, Pulp & Paper, and Power Generation industries. We have a strong reputation for executing projects on or ahead of schedule and providing critical 24-hour emergency response services. Our labour affiliations allow us to quickly mobilize highly skilled trades for emergency work, complex major capital or maintenance projects. We work closely with our project stakeholder throughout the project lifecycle to identify, implement, and enforce all aspects of work that impacts productivity which is critical to our customer's success.

What differentiates CIMS is *Our People*. Our reputation for the past 30+ years in the business have given us the ability to attract and retain high performing staff and field supervision who are committed to our CIMS Core Values and making positive impact every day. *Our Promise* is that every employee goes home injury free and that the job is done right the first time. *Our Passion* is providing our customers with peace of mind with our team's knowledge, experience, innovated thinking and integrity.

**To those who are interested in applying:**

*CIMS is an inclusive employer committed to a workplace that reflects the diversity of the communities we live and work in. Every day we work towards empowering and advocating for our employees by welcoming, respecting and valuing people for who they are as individuals. We welcome and encourage applications from Indigenous Peoples, women, the LGBTQIA2+ community, mature workers, people with disabilities, and people from different colour /cultural backgrounds.*

*CIMS LP is committed to ensuring that reasonable accommodation is made available to people with disabilities during the recruitment, assessment and selection processes. If there's something we can do to help make the recruitment process more accessible-friendly, let us know and we will do our best to accommodate.*

If you want to be a part of our hard-working team and have the skills we are looking for, please submit your resume to [RECRUITMENT@CIMSLTD.COM](mailto:RECRUITMENT@CIMSLTD.COM)

**Only candidates who are most qualified for the position will be contacted.**

