



JOB TITLE: Construction Superintendent
FLSA: NON-EXEMPT
DATE: August 2025
DIVISION: Refined Fuels Construction
REPORTS TO: Fuels Director
COMPENSATION: \$76,760.00 – \$122,260.00 D.O.E. (We do not pay below any local minimum wage)
DEADLINE: N/A

CGRS was founded in 1987 in Fort Collins, Colorado. CGRS personnel have experience in over forty states, and we are currently working on a multitude projects for a variety of private companies and governmental agencies. CGRS is a team-oriented company with a culture best summarized by our mission statement: “We deliver quality solutions with integrity and expertise every time.”

At CGRS, we are committed to serving the ever-changing needs of our customers. We believe that our greatest asset is our employees, and we enable our employees to provide our clients with a valuable customer experience. CGRS offers health, dental and vision insurance, competitive wages, 401(k), paid vacation, sick time, and strongly believes in work/life balance.

POSITIONS SUMMARY

Hands-on construction work. Frequent travel required. Additionally, manage field crew(s) to ensure fueling systems are repaired and or upgraded efficiently, profitably and to the client's expectations. Hands-on work required as needed. Exercises frequent independent judgment within agreed upon limits. Compiles information and submits reports, inputs data and reviews, and approves timesheets. Assists with field training and safety meetings.

PRINCIPAL ACCOUNTABILITIES

- Safety: Provide input on risk assessment and ensure compliance with safety standards, including adherence to federal statutes such as DEA and OSHA regulations.
- Regulatory Compliance: Ensure compliance with regulatory requirements and company policies, and follow strict safety and technical protocols.
- Field Staff Supervision: Hiring, training, scheduling, evaluating, and managing the performance of field employees.
- Field Staff Accountability Enforcement: Follow up with technicians regarding job accountability issues, including missing receipts and rejection issues.
- QAQC Management: Conduct inspections and site audits on Fueling System (UST/AST) repairs of field crews and subcontractors to ensure quality control.
- Training: Provide training and development opportunities, overseeing training programs.
- Fleet Maintenance & Repairs: Oversee DOT inspections and vehicle maintenance, ensuring vehicles are stocked with proper parts and equipment.



- Equipment Maintenance & Repairs: Manage logistics and maintain necessary equipment such as backhoes, saws, and Bobcats.
- Scheduling: Assist with scheduling field technicians to ensure efficient resource allocation.
- Cost Management: Work to reduce operational costs and costs associated with warranty work; optimize workflow processes to enhance efficiency.
- Communication: Strengthen communication with Project Managers & Coordinators, clients, subcontractors, and material suppliers.
- Operations Liaison: Serve as a liaison between field and admin staff, providing field representation and input.
- Strategic Planning and Goal-Setting: Participate in strategic planning and goal-setting for various business functions.
- Proposal and Project Support: Provide input and feedback on proposals and oversee project preparation.
- Other Duties as Assigned.

JOB REQUIREMENTS:

Any combination of education and experience that would provide the required skill and knowledge for successful performance would be qualifying. Typical qualifications would be equivalent to:

EDUCATION: High School diploma or equivalent. Course work or certification in Construction Management a plus. OSHA Certification preferred.

EXPERIENCE: Prefer five (5) or more years of UST/AST installation experience in a related position based on education and skill sets. Minimum three (3) years of heavy machinery experience. Three (3) years managing crews. OSHA 40-hour Hazwoper Training and Confined Space training a plus (preferred).

SKILLS: Obtain and maintain any required certifications to perform scope of work. Must be very organized and willing to work independently. Basic computer programming skills necessary. Must be able to initiate responsible action. Be professional and have good people skills. Attention to detail required. Must be willing to manage an ever-changing workload. Patience and time flexibility are important. Willingness to participate in on-going continuing education through on-site workshops and seminars a must. Ability to demonstrate teamwork to carry out CGRS policies and goals is required.

SUPERVISORY RESPONSIBILITIES: Supervise a crew of 2-10 members.

EQUIPMENT USED: Ability to operate computers. Demonstrating experience in MS Windows, Outlook, Word, and Excel. Database experience a must. Backhoe, Mini Excavator, Skid Steer, and Power Tool experience required.

TYPICAL PHYSICAL DEMANDS: Must have a valid driver's license, maintain an insurable status, and a good driving record. Position requires regular vision and normal range of hearing.



Employee must be able to lift 80 lbs. Able to climb, bend, stoop, kneel and stand for various periods. Must have manual dexterity sufficient to operate a computer keyboard. Position involves driving, standing, bending and heavy lifting a high percentage of the time.

WORKING CONDITIONS: Work outside in a variety of conditions. Requires good MVR, background check, physical and drug test. Work independently and travel extensively: could be out of town 1-5 days a week on local work. On occasion some jobs could take the employee out of town for a week to 10+ days. Overtime may be required. Must be willing to carry out company goals and policies. May be asked to work flexible hours (nights, weekends) on occasion.

We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.