SHORELINE CONSTRUCTION

Job Role: Field Superintendent — High-End Residential

Position Title	Field Superintendent — Residential
Division	Residential Operations
Reports To	VP of Operations — Residential
Direct Reports	None (works day-to-day with subcontractor and trade partner crews)
Location	Field-based — Bluffton / Hilton Head, SC area (Palmetto Bluff, Colleton River, Oldfield, and surrounding communities)
Classification	Full-Time

Role Purpose

The Field Superintendent is the heart of every Shoreline project — the person who takes care of quality, schedule, safety, and trade partner coordination for assigned custom homes, from site preparation through Day 1 Celebration (homeowner key handover). The Superintendent is Shoreline's daily presence on the job site, turning plans, budgets, and schedules into a finished home that lives up to Shoreline's standard of craftsmanship, and representing the company well to trade partners, inspectors, design professionals, and homeowners.

The Shoreline Way: Peace of Mind

Building a custom home is one of the biggest things a family will ever do, and Shoreline's deepest commitment is that the experience feels as good as the finished home. We call it peace of mind, and it extends to everyone the Superintendent touches:

- For homeowners — they should never wonder what's happening with their home. Steady communication, honest answers, no surprises, and the confidence that someone they trust is watching over every detail.
- For trade partners — subs should know that a Shoreline job means a prepared site, a clear scope, a fair partner, and a Superintendent who has their back. When trades feel taken care of, they bring their best crews and best work.
- For the Shoreline team — PMs, office staff, and leadership should trust that what the Superintendent reports from the field is the full picture, so nobody upstream is caught off guard.

Every responsibility in this role rolls up to that promise. The Superintendent doesn't just build the house — they build the confidence around it.

Scope

- Manages two to four concurrent custom home projects, typically $2M–$5M+ in contract value.
- Leads the field: trade sequencing, daily site direction, quality acceptance of work-in-place, and site safety.
- Works with the VP of Operations and project management on budget matters, contract changes, client commitments, and schedule impacts beyond field-level recovery.

Core Responsibilities

1. Schedule Ownership

- Own and drive the construction schedule for each assigned project; sequence trades and keep critical-path work moving from sitework through final walkthrough.
- Spot schedule risk early — weather, material lead times, inspection gates, subcontractor availability — and get ahead of it before small delays become big ones.
- Coordinate long-lead custom materials (windows, cabinetry, stone, steel, appliances) with project management and vendors.
- Keep schedule status current in company systems so the office, PMs, and leadership always have an accurate picture from the field — an honest schedule is the foundation of every homeowner's peace of mind.

2. Quality & Craftsmanship

- Champion Shoreline quality standards at every phase: layout, foundations, structure, envelope, rough-ins, and finish work.
- Read and interpret architectural, structural, and MEP drawings; catch conflicts on paper before they show up in the field.
- Review work-in-place quality before trades demobilize — punch as you go, not at the end.
- Manage inspection sequencing (footer, foundation, framing, rough-in, insulation, final) and keep good working relationships with county inspectors.
- Stay on top of ARB/HOA requirements in the communities where Shoreline builds.

3. Subcontractor & Trade Partner Coordination

- Coordinate and guide trade partners on assigned sites; confirm readiness before mobilization and hold pre-installation meetings for critical scopes.
- Build and protect Shoreline's trade relationships — the Lowcountry sub market runs on relationships, and the Superintendent is its primary steward in the field.
- Give trades what they need to succeed: a ready site, clear scope, straight answers, and respect for their time — peace of mind runs both directions.
- Check manpower, materials, and scope understanding daily; work through performance issues directly and raise patterns when they emerge.

4. Client Experience

- Represent Shoreline with professionalism and genuine care during homeowner site visits and scheduled walkthroughs — every interaction should leave the homeowner more confident than before.
- Communicate in a way that delivers peace of mind: proactive updates, honest answers about what's going well and what's being worked through, and no surprises.
- Partner with project management on selections timelines, change management, and client communication — the Superintendent brings the field perspective; the PM owns the client record.
- Help deliver a memorable Day 1 Celebration — the defining moment of the Shoreline client experience.

5. Safety & Site Standards

- Keep a clean, safe, professional site — Shoreline builds inside occupied luxury communities, and our sites are a visible reflection of who we are.
- Uphold OSHA standards and Shoreline safety practices; address hazards right away and document safety observations.

6. Documentation & Systems

- Complete daily documentation of work performed, crews on site, deliveries, weather, and issues.
- Work iPad-first in Buildertrend and the Shoreline Portal: daily briefs, schedules, checklists, photos, and status updates kept current.
- Keep accurate records that support inspections, warranty, and client communication.

Decision Authority

Handles independently

- Daily trade sequencing and site direction.
- Acceptance or rejection of work-in-place quality.
- Pausing work when a safety or quality issue calls for it.
- Field-level schedule adjustments that don't affect client commitments or milestone dates.

Brings to the team

- Schedule changes affecting milestone dates or client commitments.
- Change orders, budget impacts, and contract matters.
- Subcontractor replacement or back-charge decisions.
- Client-facing commitments beyond routine walkthrough coordination.

What Success Looks Like

- Schedule: milestone dates met, and when things slip, the variance is understood and recovered.
- Quality: a light punch list at final walkthrough and no repeat warranty items tied to field oversight.
- Client experience: homeowners who feel informed, cared for, and at ease throughout the build — and thrilled at Day 1 Celebration.
- Safety: no recordable incidents and a site that always looks like a Shoreline site.
- Documentation: daily records complete and current in company systems.
- Trade partners: strong relationships and repeat performance from quality trades who want to work Shoreline jobs because of how they're treated on them.

Qualifications

Required

- 5+ years as a lead superintendent on custom residential projects at $2M+ contract value (10+ years total field experience preferred).
- Deep knowledge of high-end residential means and methods, from coastal foundations through luxury finish work.
- Proven ability to run multiple concurrent projects without letting quality slip on any of them.
- Strong command of residential inspection sequencing, permitting, and code compliance.
- Clear, comfortable communication with homeowners, architects, and designers — written and in person.
- A genuine service mindset — someone who understands that in custom homebuilding, how people feel about the process matters as much as the product.
- Valid driver's license and ability to travel daily between job sites.

Preferred

- Experience in gated, ARB-governed communities (Palmetto Bluff, Colleton River, Oldfield, or similar).
- Coastal/Lowcountry construction experience: site work, foundations, flood-zone and wind-zone requirements, moisture management.
- OSHA 30 certification.
- Buildertrend or comparable platform experience.
- Established relationships with quality Lowcountry trade partners.

Working Conditions & Physical Requirements

Field-based position requiring daily presence on active construction sites: walking uneven terrain, climbing ladders and stairs, extended time outdoors in Lowcountry heat and weather, travel between job sites within the Bluffton / Hilton Head / Beaufort areas.