

Shop Superintendent

JNE Welding has been providing quality custom steel fabrications for resource-based industries for more than 40 years. We are located in Saskatoon, Saskatchewan and proudly serve the mining, environmental, construction, oil sand and power generating sectors. We provide a challenging and rewarding work environment.

JNE is currently looking for a full time Shop Superintendent. The successful candidate will report to the Chief Operating Officer and will be responsible for providing leadership to production personnel in the safe execution of work, assuming overall responsibility for work executed under their area/control. The Shop Superintendent must have a strong combination of interpersonal skills, technical knowledge, and visionary leadership, to be able to effectively work closely with operational management, supervisors, and employees, to ensure a high level of safety, operational, financial, and quality performance.

Position Responsibilities:

- Responsible for the safety of all employees within the production department. This includes establishing and promoting safety awareness and safety programs and being responsible and accountable to ensure all employees work in a safe manner and abide by all safety program requirements and regulations.
- Overall responsibility for work executed in the shops and on company work sites.
- Responsible for meeting the production requirements of the company through establishing manpower, equipment, shop space, materials, and yard space requirements.
- Ensure shop resources including labour and equipment are being utilized efficiently and effectively.
- Oversee the supervision, coordination, and scheduling of the day-to-day activities of production personnel.
- Meet operational standards by contributing information to strategic plans and reviews; ensuring production, productivity, and quality standards; resolving problems and identifying improvements.
- Inform and communicate suggestions and errors to relevant departments for continuous improvement of the production processes.

- Assist in identifying production and safety related risks and creation of mitigation strategies.
- Provide leadership, direction, and mentorship to shop supervisors and promote a cooperative work environment between shop personnel and other departments.
- Assist Human Resources with employee relations through promoting an ethical, non-discriminatory, and safe work environment; establish effective communication methods; identify and solve employee problems; manage conflict; deliver disciplines; respond to grievances.
- Participate in the recruitment process for the hiring of production staff.
- Perform production personnel evaluations and salary reviews and propose recommendations when deemed necessary.
- Promote skill development for all employees, including leadership and interpersonal skills.
- Maintain confidentiality of company, employee, customer, and supplier information.

Experience, Skills, and Attributes:

- 10+ years of experience working in fabrication manufacturing industry.
- 5+ years of progressive experience in a supervisory or management role.
- Applicable technical training obtained through trade certification or post-secondary education.
- Previous experience in a shop superintendent role would be considered an asset.
- Supervising training/certification would be considered an asset.
- High ability to problem-solve, analyze facts and data, and develop and implement cost-effective solutions to challenges.
- High level of professionalism when dealing with all internal and external stakeholders.
- Proven commitment to safety management through understanding all safety procedures, recognizing hazards, and proactively eliminating risk to employees and the shops/sites.
- Exceptional leadership qualities including strong interpersonal skills, self-awareness, and the ability to build and foster relationships with internal and external stakeholders.
- Positive attitude with a team orientated focus and a willingness to encourage co-workers and act as an ambassador for the organization.

- Competent in Microsoft Office Suite
- Ability to identify and set priorities with exercise in flexibility where necessary.
- Ability to organize work and the work of others in a complex environment.
- Ability to read and understand blueprints and schematics.
- Excellent written and verbal communications skills.
- Ability to set clear expectations and hold people accountable

Certifications and Other Credentials Considered an Asset:

- Journey Certified Fabricator
- Journey Certified Welder
- Engineer or Engineering Technologist
- Supervisor Training
- Leadership Training
- Project Management

JNE offers competitive wages and a benefit package, fitness facility, challenging work, and a commitment to continuous improvement and excellence. JNE places considerable emphasis in our hiring strategy on attitude versus pure aptitude. We continue to build a strong team that has depth in both personal leadership skills as well as industry related training and experience. If this exciting opportunity interests you, please forward your resume and cover letter to hr@jnewelding.com attention Manager of Human Resources.

For more information about JNE Welding, please visit our LinkedIn page at <https://www.linkedin.com/company/jne-welding/>.