BLACK MOUNTAIN
CONSTRUCTION

Construction Superintendent

Las Vegas, NV - Full Time

Salary Range: $90,000 to $135,000 based on experience and skill level.

Position Overview

We build luxury custom homes, estates, and renovations with unmatched craftsmanship, thoughtful design, and concierge-level service. We are seeking a seasoned **Construction Superintendent** who can lead field operations with precision, professionalism, and uncompromising standards of quality. The Construction Superintendent is responsible for onsite leadership, project execution, subcontractor coordination, schedule management, safety oversight, and quality control of high-end residential construction projects. This role requires a deep knowledge of custom home construction, meticulous attention to detail, strong communication skills, and the ability to maintain luxury-level expectations in every phase of the project.

Key Responsibilities

As a Superintendent, you'll be responsible for:

- Lead and manage daily onsite operations for luxury residential projects
- Oversee site layout activities, including verifying control points, establishing accurate building lines and elevations, coordinating with surveyors, and ensuring all work is built according to approved drawings and tolerances.
- Schedule, coordinate and supervise subcontractors, vendors, and onsite personnel
- Oversee material acquisition, onsite inventory, logistics and site planning
- Uphold the highest standards of craftsmanship and finish quality
- Proactively identify constructability challenges and collaborate with the team to develop effective solutions
- Perform ongoing inspections of framing, MEP, waterproofing, envelope, interiors, cabinetry, and finishes
- Maintain professionalism, discretion, and hospitality-level client interactions
- Provide daily/weekly updates including progress photos, schedules, and field reports
- Collaborate closely with internal Project Managers to anticipate risks and resolve issues
- Create and manage detailed punch lists and verify corrections are completed to standard
- Manage unforeseen conditions without compromising quality or client experience
- Enforce OSHA compliance and company safety standards at all times
- Maintain organized site documentation, permits, inspection records, and compliance logs

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What You Need to Succeed

We're looking for someone who is proactive, dependable, and committed to quality. The ideal candidate will possess:

- 8+ years of site management experience delivering high-end, custom residential homes with exceptional craftsmanship
- Proven expertise in high-end architectural projects, premium finishes, and complex details
- Strong knowledge of building systems, sequencing, and installation standards
- Ability to read and interpret architectural drawings, interior design plans, and shop drawings
- Excellent communication, team building, leadership and organizational skills.
- Proficiency in Procore, Microsoft Office Suite, MS Project, and Bluebeam.
- OSHA certifications preferred

What We Offer

Black Mountain Construction offers a competitive benefits package, including:

- 100% coverage of medical, dental, and vision premiums for employees
- 70% coverage of premiums for dependents (Anthem PPO plan)
- Life insurance
- 401(k) with 4% company match (after 6 months)
- Paid Time Off: Up to 80 hours annually
- 10+ Paid Holidays
- Fun company events and a supportive team culture

Why Work with Black Mountain Construction?

With over 35 years of experience, Black Mountain Construction is a recognized leader in luxury residential and commercial construction. We specialize in luxury estates, high-end retail and hospitality spaces, and high-rise residences throughout the San Francisco Bay Area and beyond.

Founded by Jeffrey Woods, our firm is built on a foundation of craftsmanship, communication, and teamwork. We take a hands-on approach to project management, working closely with world-class architects, designers, artisans, and vendors to bring distinctive, enduring spaces to life.

Our reputation is grounded in integrity and a relentless commitment to quality. We care deeply about the work we do, the people we serve, and the team we build. At Black Mountain, we cultivate a respectful, growth-oriented environment with opportunities for advancement and meaningful recognition.

If you're someone who values precision, professionalism, and pride in your work, you'll find a lasting home here.

Black Mountain Construction is an Equal Opportunity Employer and considers all qualified applicants in accordance with local labor laws.