



Job Announcement  
Posted 2/17/26

Job Title:	General Superintendent
Business Units:	H2 Enterprises
Reports To:	Field Operations Manager or Director of Operations
Supervisory Responsibility:	Trade Superintendents
Coaching Responsibility:	Superintendents, FE, GF, Foremen
Status:	Salary Exempt – Full Time

Huwa Enterprises is a nationally renowned land reclamation and restoration company that has successfully reclaimed over 3 million acres across 44 states in the US. Our work integrates science, technology, and environmentally sound practices across land reclamation, renewable energy, civil infrastructure, and natural disaster recovery. We leverage the most advanced tools and innovations to deliver exceptional, sustainable solutions to our Clients.

#### POSITION SUMMARY:

Directly responsible for the management and success of all projects, customers, teammates, and equipment within the business unit. The General Superintendent ensures utilization and efficiency of manpower and equipment are maximized and that all site activities are completed safely, on schedule, within budget, and to the highest standards of workmanship and professionalism. This position requires building and maintaining strong relationships with clients, project teams, and the community while supporting the development and implementation of consistent construction methods and best practices, including those specific to renewable energy.

#### PRIMARY JOB RESPONSIBILITIES:

##### Project Setup & Planning

- Participate in project kickoff meetings with project teams
- Review and communicate project scope, manpower plans, and equipment needs to Superintendents, General Foremen, and/or Foreman.
- Develop and assist with project execution plans, production goals, and safety requirements
- Ensure all project documentation is available to the site team in SharePoint (e.g., contracts, alignment sheets, specifications, safety materials, DVIRs, contact information, time sheets)
- Support preconstruction efforts including site visits, estimating, and best methods planning

##### Safety Leadership

- Establish a proactive safety culture across all projects
- Set up job safety requirements with site team at start of project



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- Enforce compliance with safety programs, JSA documentation, DOT logs, and training requirements
- Collaborate with Safety Coordinators to review and improve safety performance
- Initiate and follow up on incident reporting and corrective actions

#### Billing, Invoicing, and Financial Management

- Review and approve AR invoices and DPRs to ensure accurate, timely billing
- Work with project management on change orders and tracking extra work items
- Monitor project costs, productivity, and profitability, developing recovery plans as needed
- Approve and oversee expense reporting for project teams

#### Labor and Personnel Management

- Identify project manpower needs, hire and onboard field personnel
- Complete new hire paperwork, time entry reviews, and PTO approvals
- Conduct performance reviews, exit interviews, and coaching sessions
- Support the development and training of crews
- Establish clear expectations

#### Equipment Management

- Plan and coordinate equipment requirements with Miete, Project Manager, including rentals, deliveries, and returns
- Ensure equipment is inspected, maintained, and properly documented
- Monitor utilization to control costs and prevent margin erosion
- Support operating training, permitting, and compliance as needed

#### Client and Vendor Relations

- Promote and maintain strong working relationships with clients, inspectors, vendors, and subcontractors
- Differentiate the company through innovative techniques and an entrepreneurial mindset
- Ensure customer satisfaction and the highest standards of quality on all projects
- Identify and communicate business development opportunities to the Field Operations Manager and Director

#### OTHER JOB RESPONSIBILITIES:

- Maintain daily communication with the home office via text, email, and phone
- Model and reinforce the company's Core Values in all interactions
- Support the continuous improvement of work methods and best practices, including renewable construction processes
- Stay current on industry standards, technology, and regulations
- Perform additional duties and assignments as directed



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#### QUALIFICATIONS:

- A four-year engineering, construction management, or related degree, or equivalent combinations of training and experience
- Minimum 3 years of renewable energy construction project experience preferred, including civil, structural, mechanical, and electrical scopes
- Thorough understanding of contract administration, estimating, job costing, and field operations
- Continues to develop own knowledge and expertise by seeking assistance from peers, other teammates, books and courses
- Strong leadership and mentoring abilities across all levels of field personnel
- The candidate will have experience in directly leading more than one project team simultaneously and will have the ability to train and develop multiple leaders.
- Strong understanding and experience with Microsoft Word, Excel, PowerPoint, etc. Database experience is a plus.
- Strong leadership abilities and interpersonal skills; excellent verbal and written communication
- Must be able to apply innovative and effective management techniques to maximize employee performance.
- Thorough understanding of corporate and industry practices, processes, standards, etc. and their impact on project activities vital; superior communication and interpersonal skills essential. Significant business skills are required.
- Ability to give critical feedback and have difficult conversations
- Acts with humility, preparedness, and confidence
- Conceptual skills to develop thorough work plans and management schedule
- Knowledge of construction contracts, construction regulations, and cost control systems
- Ability to strategically work within the approved budget and contribute to revenue.
- Must pass pre-employment drug/alcohol screen and physical exam as required.
- Safety equipment as required by the client (hard hat, safety glasses, gloves, respirator, hearing protection, safety harness with lanyard, etc.).
- Must have valid driver's license and an acceptable motor vehicle driving record (MVR).
- Maintain a professional appearance.
- Extensive travel required

#### SALARY & BENEFITS:

- Anticipated Hiring Wage Range: \$140,000 - \$180,000 annually DOE



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- Medical, Dental, Vision, HSA, Short Term/ Long Term Disability, 401k with matching contribution and a variety of other optional benefits.
- We provide paid Sick Leave as determined by Colorado's Healthy Family and Workplaces Act (HFWA).
- Paid time off (PTO) and paid Holidays.

**To Apply:**

Please complete the application as linked on our careers page at [Careers – H2 Enterprises](#). This position will remain open until filled and reviews of applications of qualified applicants will begin immediately upon receipt.

You may contact Human Resources with any questions by e-mailing [HR@HuwaEnterprises.com](mailto:HR@HuwaEnterprises.com).

**Notice to All Applicants:**

- 1) Proof of eligibility to work is required to be produced within three (3) days of hire;
- 2) Direct Deposit is a condition of employment;
- 3) Applicants may be required to complete a successful background check prior to employment, including but not limited to drug screening and MVR, depending upon the duties of the position;
- 4) Requests for ADA reasonable accommodation in the application process can be requested by contacting [HR@HuwaEnterprises.com](mailto:HR@HuwaEnterprises.com).

Huwa Enterprises is an Equal Opportunity Employer:

*It is the Company's policy to provide equal employment opportunities for all applicants and employees. The company prohibits all forms of discrimination and harassment including those that violate federal and state law. The company does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, genetic information, marital status, gender identity, or sexual orientation in its employment practices and activities. To report any concerns or complaints, you may contact Human Resources at [HR@HuwaEnterprises.com](mailto:HR@HuwaEnterprises.com).*