CORNERSTONE
GENERAL CONTRACTORS

DEVELOP | DESIGN | BUILD

NOW HIRING

COMMERCIAL CONSTRUCTION ▶ FIELD LEADERSHIP

SUPERINTENDENT

Lead the jobsite. Develop people. Deliver excellence.

LOCATION	TYPE	COMPENSATION
Anchorage / Juneau / Fairbanks	Full-time, salaried	$100,000 – $140,000+ DOE · incentive eligible

More than a job. An opportunity to lead projects that matter.

At Cornerstone, we don't just manage construction projects — we build partnerships, develop leaders, and create lasting value throughout Alaska. Since 1993 we've built our reputation as a **100% Alaskan-owned commercial general contractor** by delivering challenging projects, developing strong teams, and building lasting relationships. We're looking for a Superintendent who wants more than managing subcontractors and schedules — someone who wants to lead people, establish a culture of safety and accountability, and deliver projects clients are proud to own and crews are proud to build. As the field leader, you set the culture, pace, and expectations that drive everything else.

- ✓ Jobsite safety and operational excellence
- ✓ Quality and workmanship
- ✓ Schedule and productivity
- ✓ Client satisfaction
- ✓ Development of future Superintendents

WHAT YOU'LL DO

01 Lead field operations

Direct daily operations from startup through completion — coordinating subcontractors, suppliers, equipment, and self-perform crews on safe, organized, productive jobsites.

02 Build high-performing teams

Mentor Foremen, craft professionals, and emerging field leaders, setting clear expectations and a culture of accountability, ownership, and respect.

03 Deliver outstanding projects

Hold schedule and budget, coordinate inspections, and resolve quality issues and field conflicts before they affect production.

04 Champion safety

Lead daily safety and pre-task planning, ensure OSHA and project-plan compliance, and build a culture where safety is everyone's responsibility.

05 Build lasting client relationships

Earn trust with owners, architects, engineers, inspectors, and subcontractors, and resolve jobsite issues quickly and professionally.

06 Improve the way we build

Join constructability reviews, share lessons learned, and support new field systems that improve productivity, efficiency, safety, and quality.

WHAT YOU BRING

We're looking for leaders who combine technical construction knowledge with exceptional communication and business acumen.

- Commercial construction supervision
- Field operations leadership
- Quality control and inspections
- Subcontractor management
- Team development and mentoring
- Vertical commercial construction
- Project scheduling and coordination
- OSHA safety compliance
- Construction planning and logistics
- Client relationship management

BONUS IF YOU HAVE

- Alaska commercial construction experience
- Public procurement or negotiated projects
- Projects exceeding $10 million
- Design-build project experience
- Procore, Bluebeam, or MS Project proficiency

WHAT YOU GET

COMPENSATION

$100K – $140K+

DOE, plus incentive opportunities based on your role and your impact on company financial performance.

YOUR FUTURE

401(k) profit sharing

A minimum of 3% of your salary is invested in your 401(k) through our profit sharing program — more depending on company performance.

HEALTH & WELLNESS

Cornerstone pays 100% of medical, dental, and vision premiums for employees and their families. Real value, not coverage on paper.

TIME & FLEXIBILITY

Generous PTO, paid holidays plus a company-wide break from Christmas through New Year's, and paid volunteer time.

BEYOND THE MARKET

Wellness stipend, referral bonuses plus additional PTO, merit-based advancement, life-event support, and PTO donation.

Our philosophy is simple: leaders who create value should share in the success they help create.

WHY CORNERSTONE

- Fair, performance-based pay aligned with your contributions
- Real ownership of your work and the trust to keep things moving
- A strong, team-first environment where people support each other
- Growth based on contribution, not tenure

BUILD MORE THAN PROJECTS. BUILD ALASKA.

Send a resume and a short note about the crews you've led to jcarson@cornerstoneak.com. Cornerstone General Contractors is an equal opportunity employer.

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