

Field Lead

Role Description

The Field Lead coordinates Crew Task Leads (CTLs) and craft personnel to ensure project phases are planned and executed effectively and efficiently. This role is responsible for achieving daily safety, quality, and production objectives while maintaining alignment with the overall project plan. The Field Lead also plays a key role in mentoring and developing team members to strengthen performance across the project.

Key Responsibilities

- **Project Oversight:** Oversee daily planning and execution for assigned phases of work, ensuring alignment with project schedules, safety requirements, and execution plans.
- **Team Leadership:** Supervise Crew Task Leads and craft personnel, setting clear expectations and maintaining alignment to achieve daily production goals.
- **Safety and Quality Ownership:** Maintain accountability for safety and quality standards by identifying hazards, implementing controls, and ensuring quality objectives are met.
- **Planning and Coordination:** Lead participation in the Daily Planning Process, developing and communicating plans that optimize labor, materials, and equipment.
- **Talent Development:** Mentor and develop Crew Task Leads and craft personnel to enhance skill sets, leadership capability, and overall effectiveness.

Tasks & Duties

Project Turnover

- Confirm the project team has the necessary information from turnover meetings to begin effective planning.
- Develop and communicate action plans aligned with project-specific talent development priorities.

Phase Planning

- Develop detailed phase plans addressing labor, materials, equipment, sequencing, and safety considerations.

- Identify risks and opportunities within phase plans and communicate them to the Project Lead.
- Monitor phase progress and adjust goals and priorities based on schedule updates and field conditions.

Daily Planning and Execution

- Develop daily work plans in collaboration with Crew Task Leads, ensuring alignment with phase plans and current site conditions.
- Communicate daily plans clearly to the crew, incorporating feedback and confirming understanding.
- Ensure crews have the appropriate tools, materials, equipment, and manpower to execute the work.
- Oversee daily execution to ensure alignment with safety, quality, production, and schedule expectations.
- Participate in field work as needed, demonstrating effective methods and best practices to Crew Task Leads and craft personnel.

Reporting and Documentation

- Complete and submit daily logs documenting activities, manpower, and weather conditions.
- Submit accurate daily time and quantity reports with correct cost code allocation.
- Assist with incident documentation, including First Report of Injury (FROI) and Root Cause Analysis (RCA).

Safety and Incident Management

- Follow established incident reporting protocols and notify the Project Lead and Safety Lead immediately of any incidents.
- Proactively identify and address safety hazards within phase plans and daily operations.

Talent Development

- Mentor Crew Task Leads and craft personnel by sharing technical knowledge and leadership skills.
- Provide guidance on career development opportunities for field team members.

- Leverage project activities to support the growth of technical and leadership capabilities across the team.

Qualifications

- Demonstrated ability to execute project phases and deliver Daily Planning Process (DPP) production targets
- Proven leadership experience supervising crews in construction or related trades
- Strong knowledge of safety practices, equipment operation, and production planning
- Ability to read and interpret construction documents and coordinate layout and materials
- 3–5 years of concrete construction experience preferred, with self-perform concrete experience strongly preferred
- Willingness to travel and work flexible or off-shift schedules based on project needs
- Valid driver's license
- Ability to pass pre-employment drug screening and E-Verify
- Ability to lift at least 50 lbs
- Ability to work at heights across multiple levels