



Job Posting

Saw Boss – Civil Projects (Project Term)

Located in the North Thompson Valley, **Simpco Resources Group (“SRG”)** is a fully-owned Indigenous business dedicated to creating sustainable economic opportunities within the Simpcw’ulécw (Simpco Territory). Guided by respect for the land, environment, and Simpcw culture, we deliver operational, construction and professional services across a range of industries. We are committed to fostering self-sufficiency, supporting long-term community growth, and balancing economic development with environmental stewardship. Our team of dedicated, talented and innovative individuals is critical to our success as we continue to deliver unique and complex assignments.

SRG is looking for dependable and experienced **Straw Bosses (Lead Hands)** to join our Civil Division Team. Reporting to the Construction Manager, you will lead crews of 3–5 Labourers and Equipment Operators while overseeing the safe and efficient execution of field activities. This is a hands-on leadership role requiring strong crew management, planning, communication, and problem-solving skills. The ideal candidate is a self-starter who can work independently, lead by example, and maintain high standards of safety, productivity, and quality while supporting a variety of civil construction projects.

Work will be performed across multiple project locations including **Hinton, Jasper, Valemount, Clearwater, and Kamloops**. Candidates must be able and willing to travel between these locations as required.

This is a **project-term opportunity starting immediately**, with an anticipated completion date of **November 30, 2026**, or upon completion of the project, whichever occurs first.

The schedule for this position is **14 days on and 7 days off**, with shifts of up to **12 hours per day**.

Our ideal candidate has the **following qualifications**:

- Minimum 3 years of experience in civil construction, earthworks, site development, utility construction, or a related construction environment
- Previous experience leading, supervising, and directing construction crews, labourers, and equipment operators
- Demonstrated ability to organize daily work activities, allocate resources, and coordinate crew assignments effectively
- Strong understanding of civil construction methods, site development practices, and safe work procedures
- Extensive knowledge of construction equipment and machinery, including capabilities, limitations, maintenance requirements, and safe operating practices
- Proven ability to lead crews while maintaining productivity, quality, and safety standards
- Strong leadership, coaching, and mentoring skills with the ability to effectively manage and motivate team members
- Self-motivated and capable of working independently with minimal supervision
- Strong problem-solving, decision-making, and conflict-resolution skills
- Sound understanding of occupational health and safety regulations, FLHAs, toolbox talks, and industry best practices
- Proficiency with Microsoft Office applications, email, and SharePoint
- Ability to read and interpret construction drawings, site plans, safety policies, operating instructions, and procedure manuals



- Ability to prepare routine reports, daily logs, timesheets, and project documentation
- Excellent verbal and written communication skills
- Ability to work a rotational schedule of 14 days on and 7 days off, with shifts of up to 12 hours per day
- Must be willing and able to travel throughout the project area, including Hinton, Jasper, Valemount, Clearwater, and Kamloops

In this role you will:

- Lead, supervise, and coordinate crews of Labourers and Equipment Operators in the safe and efficient completion of civil construction activities
- Take direction from the Construction Manager and independently plan, organize, and execute assigned project tasks
- Coordinate labour, equipment, materials, and subcontractors to ensure project objectives are achieved safely, efficiently, and on schedule
- Act as the primary liaison between field crews and the Construction Manager
- Provide daily leadership, direction, mentoring, and support to crew members
- Assign work, monitor performance, and ensure tasks are completed in accordance with project requirements and company standards
- Monitor productivity, workmanship, and quality while maintaining project schedules and deadlines
- Conduct daily site inspections to identify hazards, deficiencies, and operational concerns, implementing corrective actions as required
- Promote and actively demonstrate a strong safety culture while ensuring all team members comply with company policies, procedures, and regulatory requirements
- Lead and participate in toolbox meetings, safety meetings, and Field Level Hazard Assessments (FLHAs)
- Ensure all required documentation is completed accurately and submitted on time, including daily reports, equipment logs, safety documentation, and employee timesheets
- Monitor equipment usage and coordinate maintenance requirements to minimize downtime and maximize operational efficiency
- Troubleshoot field challenges and develop practical solutions to keep work progressing safely and efficiently
- Ensure crews maintain a high standard of housekeeping and organization on all project sites
- Support workforce planning by assisting with onboarding, training, coaching, and mentoring employees
- Communicate project progress, resource requirements, and operational concerns to the Construction Manager
- Foster a respectful, professional, and team-oriented work environment
- Perform other duties as assigned

What's in it for you?

- **Competitive compensation:** Earn **\$45 per hour**
- **Supportive, team-first culture:** Join a positive, collaborative team where your contributions are valued and your voice is heard.
- **Vacation pay:** 4% vacation pay paid in accordance with employment standards
- **Structured work rotation:** Enjoy a consistent schedule of 14 days on and 7 days off
- **A workplace where you belong:** Be part of a positive, innovative, and inclusive environment where you can grow your career and make an impact.



Build your future with Simpco Resources Group

At Simpco Resources Group, we are committed to responsible land stewardship, economic development, and creating opportunities that benefit future generations.

Join a team that values safety, teamwork, respect, and hard work while contributing to meaningful projects across Simpco'ulécw (Simpco Territory)

We're growing — and we want you to grow with us.

Apply today.

Application Process

The Company is committed to supporting employment opportunities for Simpco First Nation members. Every effort will be made to notify and encourage applications from qualified Simpco First Nation members prior to or concurrent with broader recruitment efforts. Applications from Simpco First Nation members will be strongly considered and evaluated based on the qualifications, skills, experience, and operational requirements of the position.

Interested applicants are encouraged to apply online via [Careers Opportunities at Simpco Resources Group » Join Our Team](https://simpcoresourcesgroup.bamboohr.com/careers/84?source=aWQ9OA%3D%3D) or via the following link:

<https://simpcoresourcesgroup.bamboohr.com/careers/84?source=aWQ9OA%3D%3D>

Additional Information

Successful completion of pre-employment **Drug and Alcohol Testing is required.**

Candidates must be willing and able to travel to project locations throughout Hinton, Jasper, Valemount, Clearwater, and Kamloops. Only candidates selected for an interview will be contacted.

Preference may be given to qualified applicants of Indigenous ancestry, in accordance with applicable employment equity legislation.

Preference may also be given to candidates residing in the North Thompson Valley and surrounding communities.