



ASSISTANT RESIDENTIAL SUPERINTENDENT

Location: Omaha, Nebraska

Company: McNeil Company

McNeil Company is a premier design-build firm specializing in luxury residential communities and custom homes throughout Omaha. We take pride in delivering innovative architecture, high-quality craftsmanship, and a seamless experience from concept to construction.

Position Summary

We are seeking a driven, detail-oriented **Assistant Residential Superintendent** to support and lead the execution of high-end residential projects. This individual plays a critical role in field operations, overseeing daily site activity, leading the McNeil field labor team, mentoring junior crew members, and maintaining job site excellence in safety, quality, and efficiency.

Key Responsibilities

Project Coordination

- Support the Residential Superintendent in managing on-site construction activities.
- Lead, schedule, and direct McNeil Company field laborers across residential job sites
- Serve as an independent mentor to laborers, modeling professionalism, craftsmanship, and efficiency.
- Think ahead and proactively seek answers from the design and project team before issues arise.
- Oversee subcontractors and ensure adherence to schedule, plans, and specifications
- Maintain a clean, organized, and safe job site
- Communicate daily progress, challenges, and needs to the Superintendent and project team
- Assist with material deliveries, inspections, and quality control
- Monitor and enforce McNeil Company's safety policies and OSHA compliance
- Help coordinate punch lists and final walkthroughs
- Track and log daily activities using project management tools and software (ie, Procore, Dropbox, and Bluebeam)
- Build positive working relationships with trade partners, clients, and internal staff

Required Skills and Qualifications

- Passionate about residential construction and committed to delivering exceptional homes
- 2+ years of experience in residential construction preferred
- Proven leadership ability and a desire to mentor others in the field
- Familiarity with construction documents, schedules, and trade sequencing
- Strong communication and organizational skills
- Ability to multitask and adapt in a fast-paced environment
- Self-motivated with a team-first attitude
- Basic proficiency in construction software and apps (Procore experience a plus)
- Valid driver's license and reliable transportation

Why Join McNeil Company?

At McNeil Company, you'll be part of a respected design-build team known for crafting some of Omaha's most prestigious custom homes and residential communities. We offer a collaborative and supportive work environment where your leadership and contributions truly matter. As an Assistant Residential Superintendent, you'll have the opportunity to grow your career, work alongside skilled professionals, and be directly involved in building homes that reflect innovation, quality, and timeless design. In addition to a strong team culture, we offer competitive compensation and a comprehensive benefits package designed to support your personal and professional well-being.

- **Competitive Salary & Bonuses:** We offer a substantial starting salary and performance-based bonuses.
- **Health Benefits:** Comprehensive group health insurance with a company contribution of 90% toward the base plan for employees. Buy-up options are available for enhanced coverage, with additional elective dental and vision insurance options.

- **Retirement Savings:** A 401(k) plan with a 3% guaranteed company match, starting the first calendar quarter after one year of employment. Options for pre-tax or Roth contributions are available.
- **Paid Time Off:** Paid vacation (1–3 weeks based on tenure), 7 holidays, and sick leave with carryover options.
- **Holiday Pay:** Seven paid holidays annually, including a floating holiday of your choice, plus a half-day off on Christmas Eve.
- **Professional Development:** Ongoing opportunities for training, certifications, and mentorship programs to help you grow within your role and advance your career.
- **Additional Benefits:**
 - Mileage reimbursement or a future vehicle allowance for business travel.
 - Technology stipends for personal phone use (\$600 annually) or company-provided cell phones.
 - The company pays group life insurance coverage; optional disability coverage is provided for enhanced financial security.
 - Flexible Spending Account (FSA) for healthcare and dependent care expenses.
- **Culture of Collaboration and Fun:** Join a team where your contributions are valued and camaraderie is prioritized. We celebrate milestones, host quarterly team-building events, and encourage open communication and creativity.

McNeil Company is more than just a workplace; it's a community dedicated to excellence and mutual support. Join us to build your career and be part of a team that makes a difference in our clients' lives and the communities we serve.