

Location: Richmond Area

Company: Unlimited Construction Services

Position Type: Full-Time

Pay: Competitive salary/hourly pay based on experience + overtime opportunities

Position Overview

Unlimited Construction Services is seeking an experienced and motivated **Site Grading Foreman** to lead grading and earthwork crews on commercial construction projects throughout the Richmond area. This is a hands-on leadership role responsible for supervising field operations, maintaining production schedules, coordinating equipment and manpower, and ensuring all work is completed safely and according to plan specifications.

The ideal candidate will have strong knowledge of commercial site development, earthwork operations, utility coordination, and heavy equipment operations. Leadership, communication, and problem-solving skills are essential for success in this position. Responsibilities and qualifications are consistent with industry expectations for grading foremen in commercial and civil construction.

Responsibilities

- Supervise and coordinate daily grading and sitework activities
- Manage crews, subcontractors, and equipment operators
- Read and interpret grading plans, blueprints, stakes, and cut/fill sheets
- Coordinate excavation, rough grading, fine grading, and site balancing
- Maintain production schedules and ensure project milestones are met
- Conduct daily safety meetings and enforce OSHA/company safety standards
- Track labor, equipment, and material usage
- Coordinate with superintendents, project managers, surveyors, and inspectors
- Ensure quality control and proper site drainage elevations
- Operate heavy equipment when needed

Qualifications

- Minimum 5 years of experience in commercial site grading or heavy civil construction
- Previous foreman or crew leadership experience preferred
- Strong understanding of grading operations, utilities, and site development
- Ability to read and understand civil/site plans and specifications
- Experience with GPS machine control and grading technology preferred
- Strong communication and organizational skills
- Valid driver's license required
- OSHA certification is a plus

Preferred Experience

- Commercial site development
- Mass earthwork and fine grading

- Water, sewer, and storm utility coordination
- Heavy equipment operation (dozer, excavator, loader, motor grader, skid steer)
- Richmond-area commercial construction projects

Benefits

- Competitive compensation
- Health insurance
- Paid holidays and vacation
- Retirement plan / 401(k)
- Company vehicle or vehicle allowance (if applicable)
- Advancement opportunities with a growing company