

Construction Site Supervisor
Reports To: Construction Project Manager
Full or Part time, Hourly (20-40 hours/week)
Tuesday – Saturday (8:00 am - 4:00 pm)
Full time benefits offered to FT candidates
Last updated September 2025
Location: within 30 miles of Norwell, Massachusetts



About South Shore Habitat for Humanity

For 38 years South Shore Habitat for Humanity (SSHH) has been helping individuals build and improve a place to call home. An affiliate of Habitat for Humanity International, South Shore Habitat shares its vision of a world where everyone has a decent place to live, and we are proud to be doing this important work across 32 cities and towns in Southeastern Massachusetts.

Position Summary

Please note: this is a year-round, onsite construction job, requiring hands-on building skills. The Construction Site Supervisor oversees the onsite construction of a Habitat for Humanity house, from foundation to final painting and checklist, utilizing both volunteers and your own abilities. Reporting to, and working with, the Construction Project Manager, the Site Supervisor reports material needs, work progress, and provides appropriate work plans for all volunteer and professional building. The Site Supervisor trains and supervises volunteer construction crews, coordinates skilled contractors, and works with the homeowners on the work site.

You'll be on site building 5 days a week (Tuesday-Saturday). 3 days a week, you'll lead volunteer crews, and the other 2 days, you'll be hands-on building with other skilled professionals. We are looking for someone that plans ahead, who ensures volunteers are working safely within their comfort zones, and who spends the time to ensure we get it right the first time- all the time. This position is excellent for someone seeking new opportunity, and if desired, there is room to grow in seniority and within the organization.

This position is offered as a full time, year round, hourly position (40 hours per week) with benefits offered, including health, dental, and vision insurance (60% employer paid); retirement plan with up to 3% employer match; 3 weeks paid vacation, 7 paid sick days, and 9 regular holidays. Approved time off is subject to construction schedules.

Candidates interested in part time employment (20-30 hours) are also encouraged to apply.

Key Responsibilities required, with or without reasonable accommodation:

- Learn and maintain the standards set by South Shore Habitat for Humanity for building high quality, simple affordable homes; construct the house according to blueprints and local building codes in a timely manner.
- Coordinate the work-day objectives with the Construction Project Manager in advance; coordinate the ordering and delivery of all materials, tools, layout and engineering as required for the workday.
- Review the requirements and number of volunteers needed with the Construction Project Manager and the Volunteer Coordinator weekly.
- Ensure compliance with Workday Orientation procedures; communicate safety procedures; coordinate the skills of the volunteers with the task at hand. Ensure that all volunteers have appropriate tasks and are having a positive experience.
- Maintain pleasant and professional demeanor and communication.
- Ensure that the work site is always clean and safe; maintain and clean work tools and materials; control work site by putting up barriers, signage, and directional cues as necessary.
- Coordinate work to ensure project milestones are met and home is completed on time.
- Attend Construction Committee meetings, as requested.

Qualifications:

- Massachusetts Construction Site Supervisors License is preferred but not required.

- Required: three years of experience in residential construction, building one and two-family homes, or commensurate experience. On job training is provided when applicable.
- Ability to read and understand building blueprints.
- Proven skills in communication and coaching; prior experience working with volunteers preferred.
- Basic math skills to perform calculations while measuring on site; mechanical skills to use any necessary machinery or tools.
- Ability to perform heavy labor, such as moving materials; physical stamina to handle work in all seasons and outdoors.
- Effective time management skills.
- Understanding of building codes, safety protocols, and OSHA standards.
- Functional computer abilities to type up reports, complete schedules, and track worked hours.
- Valid MA driver's license and reliable vehicle are required.
- Must be able to work most Saturdays.
- Must be willing to commute between multiple locations in southeastern Massachusetts, as determined by the construction priorities.
- This is an in person/not remote position.

Job Type:

Full/Part time

Pay: \$32.00 per hour, paid biweekly

Expected hours: 20-40 hours weekly

Schedule: 8 hour shift.

Current sites are located in Easton, Abington, and Marshfield with the shop in Norwell.

On job training provided.

Physical Requirements, with or without reasonable accommodation:

- Must have physical strength, balance, hand-eye coordination, vision, and stamina necessary to complete jobs in various areas.
- Handles the physical demands of the job, including standing, walking, kneeling, bending, crouching, pulling, pushing, climbing, and lifting at least 50 pounds.
- Must be able to work outdoors, and in all weather conditions.
- Must be able to stand and walk up to eight hours per day, climb multiple sets of stairs while carrying materials; carry, climb, and balance on extension ladders up to 20ft.

Licenses/Certifications:

- Massachusetts Construction Supervisors License (preferred)
- Competent Person Training, required yearly by Habitat for Humanity International (provided by employer)

How to apply:

Send resumes and cover letter to Erin McGough emcgough@sshahabitat.org. Applications will be considered on a rolling basis until the position is filled; we encourage you to apply early. This position is contingent on the satisfactory completion of a background check.

Equal Opportunity Statement:

SSHH is an equal opportunity employer and does not discriminate against any employee or applicant because of race, color, ethnicity, religion, gender, sexual orientation, gender expression, national origin, disability, age, marital status, military status, pregnancy, or parenthood. We encourage anyone for whom this overview resonates to apply. To request reasonable accommodation to participate in the job application or interview process, contact Erin McGough, Executive Director, 781-347-3764 or emcgough@sshahabitat.org.