

The Opportunity

Lacombe County is seeking a dedicated, experienced, and hands-on **Assistant Construction Supervisor** to support the planning, coordination, and delivery of the County's road construction program - from start-up to final reclamation, and everything in between.

This role supports the Construction Supervisor by providing hands-on leadership, coordinating daily field operations, and stepping into equipment operation as required. This role works closely with the Construction Supervisor to ensure projects are delivered safely, efficiently, on schedule, and in compliance with regulatory and quality standards.

We're seeking an individual with experience in road construction, heavy equipment operation and leadership.

Key Responsibilities

- Support the Construction Supervisor with planning, scheduling, and coordinating municipal road construction activities and projects, including project start-up, design support, landowner engagement, coordinating utility moves, obtaining regulatory approvals, and overseeing the final reclamation.
- Provide hands-on leadership to the construction crew by assisting in coordinating daily work activities, setting clear expectations, and promoting a positive and collaborative team environment. Support employee development by identifying training needs, providing direction and mentorship, and addressing performance issues constructively.
- Provide assistance in developing grade plans and utility coordination. Interpret road construction grade plans and make adjustments as needed based on onsite conditions.
- Operate a variety of heavy equipment during peak periods, holidays, leaves of absence, or operational needs to maintain uninterrupted project progress.
- Monitor construction activities to ensure workmanship meets quality standards and complies with regulatory requirements, safety standards, and project objectives and is within budget.
- Assist with cost tracking and record keeping related to construction projects.
- Work with landowners to support the negotiation and execution of right-of-way, back-sloping, borrow pit, and other construction related agreements.
- Respond to public inquiries, service requests, and complaints related to road construction in a professional and timely manner.
- Promote and uphold a strong safety culture.

Key Qualifications

- A minimum of 3-5 years of hands-on construction experience, preferably in municipal or road construction. A good working knowledge of municipal road building is preferred. Experience with Provincial and Federal regulations and best practices related to road construction is considered an asset.
- Extensive experience operating and maintaining heavy equipment.



- Demonstrated ability to lead and supervise construction teams, ensuring work is completed safely, efficiently, and to standard.
- Strong technical understanding of road construction methodologies, grade plans and utility coordination.
- Able to interpret and adjust construction plans as needed. Ability to analyze construction challenges and adapt to changing onsite conditions.
- Strong communication and interpersonal skills with the ability to work effectively with staff, landowners, contractors, and the public.
- Proficiency with Microsoft Office applications (Excel, Word, Outlook, Teams, SharePoint).
- Valid Class 5 Driver's License, with an acceptable driver's abstract is required upon hire.
- This is a safety sensitive position; the successful applicant will undergo a pre-employment drug and alcohol test.
- This position requires working both outdoors and in an office setting, often in varying weather conditions, noisy environments, and on active construction sites.

Why Lacombe County?

Lacombe County is committed to maintaining a vibrant, healthy, safe, caring and inclusive work environment. We hire great people who are looking to contribute to our respectful workplace.

In this position, you will have the opportunity to contribute to meaningful infrastructure projects that directly support and benefit the community.

We support a work-life balance and offer an excellent compensation package including a pension for life (this position participates in the Local Authorities Pension Plan, a defined benefit pension plan), a comprehensive group health and dental plan, opportunities for professional development and training, an annual health/wellness spending account, and more.

At the County, employees feel connected. They feel valued and have a sense of belonging. Our open door, collaborative and supportive work environment encourages employees to share ideas and work together as a team. It's a respectful workplace and employees are encouraged to express opinions and ideas. And, it's a flexible workplace so that you can balance the work commitments with your life commitments.

**To express interest, please forward your application no later than
May 6, 2026, to: hr@lacombecounty.com.**

We thank all applicants for their interest; however, only those invited for an interview will be contacted.

Please note: All applicants must be legally entitled to live and work in Canada.
This competition may remain open longer until a suitable candidate is found.