

Foreman – Edmonton

At Volker Stevin, our Foreman is a knowledgeable and experienced leader coordinating Highway Maintenance Operations and managing workers for their assigned area. The Foreman is the key person in charge of ensuring the Highway Maintenance program is delivered according to contract specifications while coordinating with various functions to manage the day-to-day operations. With a keen awareness of employee safety, materials, expenses, permits and other regulations, as well as employee safety are all top-of-mind for a Foreman. This role requires shift work - including 7 days on – 7 days off schedule with shift rotation between days and nights.

How You'll Add Value

Team Engagement:

- Actively seek increased responsibility, take initiative.
- Demonstrate ability to adapt and deal with issues as they arise.
- Foster a positive and inclusive team culture.

Manage Work:

- Plan and schedule work and bundle groups of associated activities for optimal efficiency. Ensure work plans are appropriately communicated and understood.
- Planning and scheduling of work shifts and call-ins to meet work demands.
- Understand and ensure compliance with basic labor laws, applicable specifications, and organizational policies.
- Demonstrate robust resource planning for people, equipment, materials to meet work demands.
- Ensure time keeping entry, work orders and equipment maintenance information is processed through online applications.

Influence Safety, Quality and Environment:

- Encourage others to achieve a high quality of service and lead by example.
- Actively promote and follow company Safety and Environmental standards.
- Understand and apply company performance standards of Quality Assurance / Quality Control (QA/QC) requirements for all highway maintenance activities.

Alignment to Volker Stevin Strategies:

- Embody Volker Stevin values, including contributing to the culture of Safety Excellence and Respectful Workplace.

Training and Performance Management:

- Ensure every team member is aware of their duties, responsibilities, and expectations.
- Be accountable and hold team members accountable for their own results through ongoing performance management: Providing immediate verbal or written feedback, recognition of work well done, opportunities for development and cross training, and ongoing performance evaluations.
- Provide leadership and training to meet business and people needs.
- Under the direction of the Superintendent, and with the support of Human Resources, be thoroughly involved in recruitment, selection and training process of new team members.
- Fully engage and participate in personal training and development opportunities.

What You Bring

- Minimum of 3 years' experience in highway maintenance or similar field.
- High School Diploma or extensive field experience.
- Valid Class 1 (preferred) or Class 3 driver's license with air endorsement.
- Valid clean driver's abstract.
- Experience in the operation of a snowplow; minimum 50 hours behind the wheel.
- Experience and aptitude for operation and minor maintenance of light, medium, and heavy equipment.
- In-depth experience with relevant health and safety policies and procedures.
- Perform physically demanding tasks.
- Valid Standard First Aid Certificate (preferred).
- Basic computer skills with Microsoft Office knowledge (Excel, Word, Outlook) and work management systems.
- Basic cellphone skills and technical capabilities.

Our Commitment to You

Connecting People with Progress

Safety Isn't Just a Priority—It's a Value. Safety is woven into the fabric of who we are and how we operate. It's not a box we check off; it's a commitment that guides every decision we make, every process we implement, and every project we undertake. Because at the end of the day, when we say safety is a value, we mean it's a promise we make to our people, families, and the communities we serve.

True to Our Word, True to Our People. Our culture is grounded in humility and authenticity, with a deep commitment to family. We believe in supporting each other, no matter the role or title. When we say we care, we mean it—our actions match our words. Everyone is empowered, valued, and respected, because being 'true to our word' means being 'true to our people.'

Interesting Projects and Skill-Building Work. Volker Stevin is known for its ability to take on complex projects of all sizes, from large-scale infrastructure builds to specialized niche developments to highway maintenance and more. This diversity in project scope and complexity means that our employees have access to new opportunities across our family of companies that challenge them to think creatively and develop new skills.

How We Make It Count

The Volker Stevin Advantage

- **100% Employer-Paid Benefits:** Enjoy comprehensive health and wellness coverage.
- **RRSP Matching:** Build your future with 3-6% matching for eligible employees.
- **Long-Term Careers:** Join a team with an average tenure of 7.3 years across all roles.
- **Seasonal Rehire Loyalty:** 44% of seasonal employees return year after year.
- **Professional Growth:** Access 500+ training courses in safety, upskilling, and leadership development.
- **Unlimited Potential:** Be part of a company that supports your goals and helps you succeed.



Join a Team Where People Truly Matter

About Volker Stevin Highways

Since 1996, Volker Stevin Highways has been committed to keeping Alberta's highways safe and well-maintained. Our teams work year-round on provincial and municipal infrastructure, ensuring that roads, bridges, and culverts remain accessible for everyone. Our commitment to Safety, People, and Performance ensures we get the travelling public where they need to go. Today, we maintain approximately 30% of the provincial road network, covering 18,500 lane kilometres.

The Volker Stevin family of companies includes Volker Stevin Canada, Volker Stevin Contracting, Volker Stevin Highways, Mainline Construction, McNally Contractors, Lakes District Maintenance, H. Wilson Industries, and MidMountain Contractors.

