

Site Manager – Commercial Construction – Foster Construction (BOP) Ltd

*Lead high-quality commercial construction projects with a team that **BUILDS WITH PURPOSE!***

About Us | Fosters has been shaping the Waikato region for 50+ years, and in more recent years has expanded into the BOP through our dedicated Tauranga-based branch, extending our strong regional presence and capability, with a proud history of delivering high-quality construction projects that support thriving communities. We are known for our meaningful contribution to community, leadership development and purposeful business alliances.

As an **iconic and award-winning** construction brand, our success is driven by our **passionate, skilled people** and our **strong community values**. Being part of the Fosters team (200+ across Waikato & BOP) means joining a **supportive and down-to-earth workplace** where people are genuinely valued and career progression is encouraged.

Foster Construction BOP is a business unit of the Foster Construction Group based in Tauranga, **specialising in the delivery of commercial construction projects across a range of sectors, from concept to completion, delivering high quality outcomes.**

About The Role | As a **Site Manager** at **Foster Construction BOP**, you will be responsible for leading the successful delivery of commercial construction projects on-site. You will oversee daily site operations, coordinate subcontractors and trades, manage project programmes, maintain quality standards, and ensure all work is completed safely, efficiently, and to a high standard.

This is a pivotal leadership role where you'll serve as the key on-site representative for Fosters, building strong relationships with clients, consultants, subcontractors, suppliers and project teams. Your ability to lead people, solve problems and drive project performance will be critical to achieving successful outcomes.

Key Role Responsibilities:

- **Lead & manage all on-site construction activities** to ensure projects are delivered safely, on time, within budget, and to specification.
- **Coordinate** subcontractors, suppliers, plant, materials, and labour resources to maintain programme delivery.
- **Monitor project progress** and proactively identify and resolve issues that could impact timelines, quality, or budget.
- **Ensure compliance** with all Fosters Environmental, Health, Safety and Regulatory (EHSR) requirements.
- **Champion a strong safety culture** by identifying hazards, conducting site inspections, and promoting best-practice safety standards.
- **Manage quality assurance** processes and ensure workmanship meets or exceeds project and client expectations.
- **Build & maintain positive working relationships** with clients, subcontractors, consultants, and wider project stakeholders.
- **Oversee project documentation** including site records, daily logs, progress reporting, variations, and programme updates.
- **Monitor project costs & support effective budget management** by identifying efficiencies and cost-saving opportunities.
- **Lead, mentor & motivate site teams** to achieve high levels of performance, collaboration, and accountability.
- **Proactively manage project risks** and implement effective mitigation strategies when required.

Key competencies – Skills, experience & qualifications:

- **Relevant construction qualification, trade background, or degree** in Construction Management or related discipline is desirable.
- **Minimum 5 years' experience in construction site management**, preferably within commercial construction environments.
- **Proven success** leading construction projects and site teams from commencement through to completion.

- **Strong understanding of commercial construction** methodologies, sequencing, quality assurance, and industry best practice.
- **Demonstrated experience managing subcontractors and coordinating multiple workstreams** on active construction sites.
- **Excellent knowledge of NZ H&S requirements** and commitment to maintaining safe work environments.
- **Strong programme management and planning** capability.
- **Confidence using construction management software**, project documentation systems, and reporting tools.
- **Excellent communication** and stakeholder management skills.
- **Proven ability to problem-solve, make decisions, and manage competing priorities.**
- Full, valid New Zealand driver's licence.

Key Personal Attributes:

- Natural leader who inspires and motivates others to perform at their best.
- Safety-focused with a genuine commitment to creating a positive site culture.
- Organised and proactive with excellent time-management skills.
- Strong attention to detail and commitment to quality outcomes.
- Calm, resilient, and solutions-focused under pressure.
- Professional communicator who builds trust and credibility with clients and project teams.
- Adaptable, resourceful, and comfortable managing changing priorities.
- Customer-focused and committed to delivering exceptional project outcomes.

What's in it for you? | At Fosters, we look after our people — because good people build great projects.

- **Competitive remuneration** – Market-aligned; based on experience & capability
- **Vehicle [ute], mobile phone & tools of the trade** (as applicable).
- **Projects with purpose** – Be part of meaningful, locally based commercial projects that leave a lasting impact on our communities.
- **Culture & Community** – Supportive, high-performing teams, social events and community initiatives.
- **Wellbeing initiatives** – Wellness programme, annual flu vaccinations, health & skin checks.
- **Growth & Development** – Career pathways, leadership development, mentoring & ongoing professional growth opportunities.
- **Opportunity to play a key leadership role** within a respected and growing regional construction business.

Interested in joining us?

- **TO APPLY:** Submit your application via **Seek** with your **CV** and a brief **cover letter** outlining your experience & why you'd like to join the Fosters team.
- **ELIGIBILITY:** You must be a New Zealand Citizen or hold a resident class visa.
- **NOTE:** No agency referrals. Pre-employment drug & alcohol and health assessments apply.
- **CLOSING DATE: 16-Oct.** Applications will be reviewed as they are received, so if this sounds like your next opportunity, don't wait to apply!
- **Enquiries:** careers@fosters.co.nz

Build with Purpose. Build with Fosters.

