

## Offshore Construction Superintendent

Location: Offshore, Bruce Asset

Salary: Competitive

Date Posted: Monday, 03 August 2026

Closing Date: Monday 17 August 2026

### The Role

As Offshore Construction Superintendent (Projects), you will be the offshore focal point for all project construction, commissioning and site execution activities on the Bruce Platform. Accountable for the safe, efficient and compliant delivery of project scopes, you will play a pivotal role in connecting the offshore site team with the onshore Projects organisation to ensure successful project execution.

You will provide leadership and oversight across construction, commissioning and execution activities, ensuring work is thoroughly planned, constructible and aligned with operational requirements before it reaches site. Working at the centre of project delivery, you will balance project objectives with the need to protect production, manage interfaces and maintain asset integrity.

Safety is at the heart of this role. As a visible safety leader, you will champion a culture where people feel empowered to speak up, challenge risks and intervene when required. Through open Communication and mutual Respect, you will ensure that only fully prepared and executable scopes progress to offshore execution.

Acting as the central coordination point for offshore project execution and facility modifications, you will lead and develop the site implementation team while managing a diverse portfolio of activities. You will work closely with Operations, Maintenance, Engineering, Projects and contractor partners to deliver safe, efficient and high-quality outcomes.

This role offers the opportunity to provide technical leadership and influence across multiple disciplines, driving delivery performance, resolving complex execution challenges and ensuring compliance with industry and company standards.

Aligned with our values of Learning and Empowerment & Accountability, you will promote continuous improvement, share lessons learned and support a culture where individuals take ownership, collaborate effectively and deliver results the right way

### What we are looking for in potential candidates:

We are seeking a collaborative and influential leader who combines strong offshore delivery experience with a proactive approach to safety, planning and stakeholder engagement.

### Key Responsibilities

- Provide visible leadership for offshore project execution, championing a strong safety culture and compliance mindset.
- Act as the key offshore interface between Projects, Operations, Maintenance and contractor teams.
- Ensure project scopes are fully prepared, constructible and ready for safe execution before reaching site.
- Lead and coordinate offshore construction and commissioning activities, managing priorities, resources and interfaces effectively.
- Challenge risks, drive problem-solving and support informed decision-making throughout execution.

- Promote continuous improvement, ensuring lessons learned are captured and shared to enhance future performance.

### **Experience & Qualifications**

- Relevant trade apprenticeship, HNC/HND or equivalent technical qualification.
- Extensive experience in offshore construction and commissioning within the oil and gas industry.
- Proven leadership experience managing multidisciplinary offshore teams and contractor personnel.
- Strong knowledge of UKCS operations, brownfield modifications and Control of Work processes.
- Sound understanding of permit-to-work systems, SIMOPS, commissioning activities and Management of Change requirements.
- Current offshore certification, including BOSIET/FOET, MIST and a valid OGUK Medical.

### **Our Culture**

Serica offers the opportunity to be part of a busy, vibrant working environment with a strong culture rooted in mutual respect and trust.

We are passionate about building an inclusive culture that attracts and encourages diversity. We want our employees to feel that they can bring their true self to work, as we recognise the potential that this unlocks and the value that it brings.

We have created an environment that puts people at the heart of everything we do, based on a shared set of values. This means not just doing the essentials of looking after everyone's health, safety and wellbeing but their development, their sense of belonging and their success. Only by making our values a real part of everyday life at Serica can we achieve our goals and grow as individuals and together.

In real terms this means being truly supportive of the things that matter to our people.

### **Next Steps**

If, having read the information above, you would be interested in a conversation to take things forward, the next step is to contact [Lachlan.nicholson@orioneng.com](mailto:Lachlan.nicholson@orioneng.com) at Serica's Recruitment Partner, The Orion Group.

Please note that applications for this role will be managed by our recruitment partner, the Orion Group. By submitting your application, you acknowledge that your personal data will be shared with and processed by Orion for the purposes of recruitment. For queries or to exercise your data protection rights, you can contact Orion at [marketing@orioneng.com](mailto:marketing@orioneng.com). Further information on how your data is used can be found in their [Privacy Policy](#).

## JOB DESCRIPTION

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|--------------------------|----------------------------------------------------------------------------------------------------------|
| <b>Job Title:</b>        | Offshore Construction Superintendent (Projects)                                                          |
| <b>Department:</b>       | Projects                                                                                                 |
| <b>Onshore/Offshore:</b> | Offshore                                                                                                 |
| <b>Location:</b>         | Bruce Platform (Geographical Location: NNS)                                                              |
| <b>Reports to:</b>       | <i>Functionally:</i> Construction Team Lead<br><i>Operationally:</i> Offshore Installation Manager (OIM) |

### Role Purpose

#### *Write a short description of the role below:*

The Offshore Construction Superintendent (OCS) is the offshore focal point for all project construction, commissioning, and site execution activities undertaken on the asset. The role is accountable for the safe, efficient, and compliant delivery of project scopes, ensuring effective integration between the offshore site team and the onshore Projects organisation.

The OCS provides leadership and oversight of construction, commissioning, and execution activities, ensuring all work is thoroughly planned, constructible, safely executable, and aligned with asset operational requirements. The role is critical to delivering project outcomes while protecting production, managing interfaces, and driving continuous improvement.

As a visible safety leader, the OCS promotes a strong safety culture, challenges execution risks, and ensures that only fully prepared and executable work scopes progress to site execution.

Acting as the central coordination point for offshore project execution and facility modifications, the OCS leads and develops the site implementation team, managing a significant portfolio of activities to ensure safe, efficient, and successful project delivery.

### Areas of Responsibility

|                                    |                                                                             |
|------------------------------------|-----------------------------------------------------------------------------|
| <b>Geographical Span:</b>          | Bruce Platform – NNS                                                        |
| <b>Budgetary Responsibilities:</b> | No                                                                          |
| <b>Direct Reports:</b>             | Yes                                                                         |
| <b>Travel Required:</b>            | Occasional office visits to support offshore readiness/development of scope |

### Main Tasks

*Please note that this list of duties is not exhaustive, and employees will be expected to undertake reasonable duties commensurate of their role and grade.*

Safety Leadership and Culture:

- Drive continuous improvement through the capture, sharing, and implementation of lessons learned.
- Promote behaviours aligned with Serica values, addressing unacceptable behaviours and supporting performance management or disciplinary processes where required.

#### Construction and Commissioning Execution:

- Accountable for the safe, efficient, and compliant execution of all offshore construction and commissioning activities.
- Ensure work scopes are delivered in accordance with approved engineering deliverables, procedures, specifications, and quality requirements.
- Manage interfaces between onshore Engineering and Projects teams and Offshore Operations to ensure effective execution and issue resolution.
- Raise and manage Engineering Queries (EQs) and Technical Queries (TQs) where clarification or support is required, ensuring associated risks are understood, documented, and communicated.
- Challenge the quality and completeness of work packs where deficiencies are identified.
- Support the completion and approval of construction certification within the applicable certification management system.
- Assist with project close-out activities, including critical drawing mark-ups, as-built documentation, punch-list management, and final acceptance processes.
- Ensure activities are closely coordinated with commissioning and are executed in alignment with operational and project requirements.

#### Efficiency, Optimisation and Reporting:

- Promote effective planning, sequencing, and execution strategies to maximise efficiency and minimise offshore duration.
- Identify and optimise synergies between projects, shutdowns, campaigns, and maintenance activities.
- Drive accountability for delivery performance through proactive monitoring, reporting, and continuous improvement initiatives.
- Provide timely and accurate progress updates to support short-term scheduling, resource planning, and coordination of follow-on activities.
- Monitor execution performance and highlight emerging risks, constraints, and opportunities that may impact project delivery.
- Support efficient utilisation of available PoB capacity and trade mix to maximise execution effectiveness.

#### Professional/Educational Requirements

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|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Essential:</b> | <ul style="list-style-type: none"> <li>• Relevant trade apprenticeship, HNC/HND or equivalent technical qualification.</li> <li>• Extensive offshore construction and commissioning experience within the oil and gas industry.</li> </ul> |
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|  | <ul style="list-style-type: none"> <li>• Previous experience in a supervisory or leadership role managing multidisciplinary offshore workforces.</li> <li>• Strong understanding of: <ul style="list-style-type: none"> <li>▪ UKCS offshore operations</li> <li>▪ Brownfield modifications</li> <li>▪ Permit to Work systems</li> <li>▪ SIMOPS management</li> <li>▪ Construction work packs</li> <li>▪ Commissioning processes</li> <li>▪ Management of Change procedures</li> </ul> </li> <li>• Current offshore certification including: <ul style="list-style-type: none"> <li>▪ BOSIET/FOET</li> <li>▪ MIST</li> <li>▪ OGUK Medical</li> </ul> </li> </ul> |
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|----------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| <b>Acknowledgement</b>                                                                                   |                                                 |
| <i>I have read this job description and fully understand the requirements for my role within Serica.</i> |                                                 |
| <b>Employee Signature:</b>                                                                               |                                                 |
| <b>Print Name:</b>                                                                                       |                                                 |
| <b>Job Title:</b>                                                                                        | Offshore Construction Superintendent (Projects) |
| <b>Date:</b>                                                                                             |                                                 |