

# Construction Foreman – With Visa Sponsorship

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## Job Summary

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Vacancy : 33

Deadline : May 09, 2026

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Employment Status : Full Time

Experience : Any

Salary : \$69,000.00

Gender : Any

Career Level : Mid Level

Qualification : Diploma + Certificates



## Job Description

Breton Construction is seeking a dedicated, positive, and well-rounded Construction Foreman to join its growing team. In this leadership role, you will oversee field crews responsible for installing commercial supermarket refrigeration systems while ensuring all work is completed safely, efficiently, and to the highest quality standards.

As the on-site leader, you will play a hands-on role in installations, keep projects moving according to schedule, and coordinate closely with project managers and other trades to maintain smooth job site operations. This position is ideal for someone who leads by example, communicates effectively, and thrives in a fast-paced construction environment.

### Visa Sponsorship Program

Breton Construction, Inc. visa sponsorship program is a legal process where we petition USCIS to hire a foreign national, taking responsibility for documentation and compliance. It involves us proving the role requires specialized skills, paying prevailing wages, and demonstrating no qualified U.S. worker is available. Common visas include H-1B (temporary) and EB-2/EB-3 (green card).

### How Our Visa Sponsorship Process Works

- Job Offer & Recruitment:** Breton Construction, Inc. extends a job offer and, if required (typically for green cards), performs a recruitment process to show no qualified U.S. worker is available.
- Labor Certification (If Required):** For many visas, the Breton Construction must obtain a certified Labor Condition Application (LCA) from the Department of Labor (DOL), confirming the applicant will be paid the prevailing wage.
- File Petition with USCIS:** Breton Construction files a petition (e.g., Form I-129 for non-immigrant, I-140 for immigrant) with USCIS, including the labor certification and evidence of the employer's ability to pay.
- Visa Application & Approval:** Once the petition is approved, the foreign worker applies for the visa at a U.S. embassy or consulate, or changes status if already in the U.S.

### Leadership & Crew Management

- Lead and support field crews on active construction sites
- Assign tasks, monitor productivity, and ensure project milestones are met
- Mentor and guide team members to promote skill development and accountability
- Foster a strong safety culture and enforce adherence to all safety protocols
- Serve as the primary on-site point of contact for crews and leadership
- Coordinate daily job site activities with project managers and other trades
- Ensure proper sequencing of work and efficient use of labor and materials
- Monitor progress and communicate updates, challenges, and solutions
- Maintain organized, clean, and compliant job sites
- Oversee installation of supermarket refrigeration systems, including rack systems, walk-ins, and associated piping
- Assist with installation, startup, and troubleshooting as needed
- Ensure all work meets company standards, project specifications, and code requirements
- Verify proper refrigerant handling in compliance with EPA regulations
- Ensure all crew members follow OSHA safety standards and company policies
- Conduct job site safety checks and address hazards immediately
- Promote safe operation of equipment including forklifts and scissor lifts
- Maintain compliance with all regulatory and environmental requirements
- Strong knowledge of supermarket refrigeration construction and installation
- Ability to read and interpret blueprints, schematics, and construction documents
- Proficient in mechanical, electrical, and piping systems related to HVAC/R
- Skilled in troubleshooting and problem-solving in the field
- High school diploma or equivalent
- Required experience in supermarket refrigeration construction
- Proven leadership experience in construction or HVAC/R environments
- Strong communication, coordination, and organizational skills
- Ability to work in fast-paced, deadline-driven environments
- Valid driver's license with a clean driving record
- Must have the following required certifications**
- EPA Universal Certification
- OSHA 30 Certification
- Forklift Certification
- Scissor Lift Certification

- Full-time, with flexibility to work nights, weekends, overtime, and travel as required
- Must be available to respond to urgent job site or equipment issues
- Approximately 90% travel
- Overnight and multi-day travel may be required

- Company Vehicle, Gas Card & Cell Phone - Get dispatched straight from home with no daily shop check-in.
- Hands-On, Paid Training - Build confidence and skill in the field with experienced support from day one.
- Affordable Health Benefits - Medical, dental, and vision plans that won't break the bank.
- Pet insurance - Because we care about your whole family.
- 401(k) with 5% Company Match - Fully vested from day one.
- PTO and Holiday Pay - Recharge with PTO and enjoy 6 paid holidays.
- Weekly Payouts - Competitive hourly pay based on experience.
- Exclusive Employee Perks - Free legal, financial, and mental health services. Plus, discounts on concerts, theme parks, hotels, and more through Ulliance.
- Major Tools Provided - We provide larger tools and offer a hand tool replacement program to support your day-to-day work.

- Work performed indoors and outdoors, with potential exposure to noise, dust, fumes, odors, gases, mechanical/electrical hazards, moving objects, sharp edges, and varying weather conditions.
- Manual dexterity required.
- Ability to sit, stand, walk, bend, stoop, reach, crouch, and occasionally climb stairs or ladders.
- Visual acuity sufficient to read printed and electronic materials.
- Ability to lift and/or exert force up to 50 pounds.
- Frequent driving of motor vehicles.

Breton Construction is an Equal Opportunity Employer. We value diversity and are committed to creating an inclusive environment for all employees.

Breton Construction is a full service maintenance, contracting and construction provider specializing in refrigeration, heating and cooling.

RSC is a family owned and families run company headquartered in Clinton Township, Michigan with regional offices located in the Northeast and Southeast United States. Since our foundation, by Randy S. Chabot in 1988, we have perpetually worked to train, mentor and educate ourselves to be the best managers, mechanics and administrators in our field. The RSC family is constantly building each other up so we can achieve great things and provide for one another. This company was founded upon methods of operation that ensure our customers can maintain the freshest and highest quality products with the greatest efficiency. Our focus is service and we look forward to helping you service your customers.



**Education & Experience**

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Key Soft Skills & Work Ethic: Reliability & Commitment: Strong work ethic, arriving on time, and dedication to finishing tasks. Teamwork & Communication: Collaborating with crew members, subcontractors, and supervisors. Problem-Solving: Resourcefulness in troubleshooting issues on-site and managing materials efficiently. Flexibility/Adaptability: Ability to adjust to changing tasks and environments.

**Must Have**

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Breton Construction workers must have essential skills including physical stamina, technical proficiency with hand/power tools, and strict adherence to safety protocols. Key abilities also include reading blueprints, operating heavy equipment, and strong team communication. Crucial soft skills involve reliability, problem-solving, and adaptability. Core Technical & Physical Skills: Physical Stamina/Strength: Capability to lift heavy materials, climb ladders, and work in varied weather conditions for long hours. Tool & Equipment Proficiency: Proficient use of hand tools (hammers, saws) and power tools (drills, saws), along with operating machinery (forklifts, loaders). Safety Compliance: Knowledge of OSHA regulations, proper use of Personal Protective Equipment (PPE), and hazard awareness. Technical Skills: Ability to read blueprints, follow construction plans, and perform basic mathematics for measurements. Manual Dexterity: Excellent hand-eye coordination for precise assembly and tasks.

**Educational Requirements**

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Diploma + Certificates

**Compensation & Other Benefits**

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As per company policy