**Department: Paving Crew**

**Direct Supervisory Responsibilities: No**

**Newly Created/Revised: March 26, 2019**

**Functional Summary**

The Paving Laborer will perform tasks involving physical labor at parking lots and roadways.

**Key Responsibilities:**

The responsibilities of the Paver Operator include, but not limited to:

* General laborer duties associated with asphalt paving, patching or prep crews.
* Required ability to shovel, rake and handle other small tools.
* Equipment cleanup as needed.
* May be called upon to run small power tools.
* Signal operators of construction equipment to facilitate alignment and movement of materials.
* Assist in the placement, moving and dismantling of signs, barricades, cones and other traffic control devices.
* Perform other duties as assigned

**Safety and Teamwork**

* Promote, execute and adhere to the company’s safety policy, and encourage all employees, subcontractors and consultants to adopt safety as a culture.
* Work in a safe, responsible manner to not intentionally or unintentionally injure oneself, or endanger the wellbeing of others.
* Promote a team approach and maintain dialogue with all employees to exchange information and gather ideas.
* Collaborate with any project teams on other special initiatives, as required.

**Qualifications:**

High School Diploma or GED but not required

**Work Experience**

* Minimum 0-1 years’ experience within the road construction industry
* 0 to 2 years’ experience operating a paver is required

**Technical Knowledge**

* Knowledge of road construction materials, road construction processes and industry requirements.

**Working Conditions**

* Out of town travel might be required
* Overtime as required.
* Work is performed in an outdoor setting, which could include inclement weather, heat and humidity, and exposure to dust and asphalt.
* Use of Personal Protection Equipment is required.
* Must comply with the company’s drug and alcohol testing requirements.
* Proper PPE is required at all times.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required. Personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

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