

Intern- Field Craft

Summary

The purpose of this job description is to specify the duties of an Intern- Field Craft at Tri-Hurst Construction. There are a wide range of activities in various categories that an Intern- Field Craft can perform; thus, we are specifically detailing what functions must be proficiently performed by an Intern-Field Craft for Tri-Hurst Construction.

This is a full-time temporary (3-4 months) position geared to further the employee's interest and skills in the construction industry.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The Requirements listed herein are representative of the knowledge, skill and or ability required, but is in no way all inclusive.

- Must be 18 years old or older.
- Desire to make a career in the construction industry
- Strong work ethic and desire to learn.
- Must have or be willing to obtain the necessary tools for the chosen craft.

Essential Duties

- Under the tutorship of the assigned mentor, learn job skills and perform work in the chosen craft.
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- Operate equipment and power tools. (Note: **Must** have proper training and/or certification **before** operating any piece of equipment or power tool.)
- Perform other duties as assigned.
- Practice good work habits.
- Perform all work with high quality workmanship.
- Follow instructions well.
- Operate tools and equipment in a safe and productive manner.
- Readily help others; be a team player.
- Display a good attitude.
- Follow company policies.

Guidelines

- This position has the authority to make decisions and create results within the scope outlined.
- This position is under the direct supervision of an assigned mentor and as such, performs tasks as outlined by the mentor.

Resources

- Consults with the assigned mentor on a daily basis.
- Access to company yard, buildings, and equipment.

Accountability

- Reports directly to the assigned mentor.
- Participates in a personal performance evaluation at the end of the internship.

The following criteria will be used to ascertain if performance is up to par with expectations:

- Meets company expectations of selected skill level and Job Objectives.
- Has good work habits.
- Follows instructions well.
- Operates tools/equipment in a safe and productive manner
- Is a team player; readily helps others.
- Employee has a good attitude.
- Follows Company policies.
- Is on time and has good attendance.
- Has good safety habits and promotes job safety.

Consequences

- Regular compensation is based on employee's skills, knowledge, aptitude and contribution to the productivity of the company combined with the need to remain competitive in the marketplace.
- Personal Initiative Program bonus payment on a quarterly basis is directly tied to individual and company financial performance.
- Potential for a permanent full-time position at the end of the internship depending upon performance as an intern.
- Potential of an apprenticeship through AGC of Utah.
- Failure to comply with company policies and/or fulfill the expectations of this position will result in disciplinary measures outlined in the company progressive discipline policy.