

## **ASPHALT PAVER**

Want to work for a company that's not so big you're lost in the crowd, has benefits, AND room for you to climb the ladder? We are a small family owned and operated business seeking an paver to join our team. Projects will be primarily residential work such as driveways, although some roadway patching and trail paving are also a part of our services. Strong, organization, communication, and customer service skills are a must.

### **JOB PREREQUISITES**

Qualified applicants must have a minimum of three years of hands-on paving experience including:

- Site preparation including drainage, grading, shooting elevations, and base preparation
- Operation of asphalt paving equipment such as a paver, roller and skidsteer
- Ability to use various asphalt hand tools such as an asphalt lute and rake
- Experience with driveway paving

Applicants must also meet the following requirements:

- Be able to legally work in the United States
- Have a driver's license and clean driving record
- Ability to pull a trailer with equipment
- Be willing to assist with other types of construction when needed
- Be self-motivated, positive, and willing to perform multiple job tasks as needed
- Be able to show a professional demeanor on every jobsite
- Be able to take instruction and follow safety rules
- Be able to lift at least 80 pounds
- Be able to work outdoors in both hot and cold weather and varying weather conditions

Not required, but a plus:

- Ability to use mini excavator
- Snow removal experience (plow and spreader)

### **JOB DUTY DESCRIPTION**

- Organize tools and materials needed to complete the project and assist with loading trucks and trailers.
- Greet client.
- Review project instructions with the foreman.
- Confirm layout, elevations, measurements and locations of all public and private utilities.
- Ensure that you have the proper safety equipment for the day's tasks. Review job specific safety procedures.
- Use hand and power tools.
- The asphalt paver will perform tasks such as demo, excavation, grading, base installation, asphalt installation, equipment operation, job-site cleanup, and various other tasks related to installing asphalt.
- Address any concerns that develop and confirm any changes with the foreman prior to execution.
- Make sure tools are clean and all items are neatly loaded onto the truck.
- Before leaving the jobsite, review completed work with the foreman, address any concerns, and, if needed, review the work plan for the following day with the foreman.
- On days when the weather is not conducive to construction, complete other maintenance tasks at the construction yard such as organizing tools and materials, maintaining equipment, etc.
- Attend staff meetings.
- Attend safety and educational seminars.
- Provide suggestions and collaborate to improve construction practices, safety procedures, and customer service.
- Other duties as specified by the project manager and foreman.

- Seasonal snow removal duties such as plowing and sanding (driver's license and clean driving record required to participate).

### **BENEFITS SUMMARY**

- Overtime pay
- End-of-year bonus
- Paid time off
- Retirement plan
- Health plan
- Sam's Club membership