

Viking Civil Foreman Position Description

Wage & Benefits

- \$25-\$27/hour with 90 day and annual evaluations.
- Weekly pay
- 40 – 60 hours a week.
- Overtime pay (time and a half) after 40 hours.
- Medical, Dental, Vision eligibility after 60 days of employment.

Job Description Overview

The foreman position will direct operations that produce a safe, productive, and efficient construction site. Foremen are responsible for instructing the crew how to operate heavy construction equipment to meet or exceed production goals. They will appropriately identify individuals whose performance exceeds classification and standards and nominate them for advancement or recognition. Additionally, they will hold crew members accountable when not meeting standards and use corrective discipline per policy and guidance.

Safety training by the company will be required for all team members. Out-of-town work is probable and may require travel. Dependable attendance and punctuality are critical.

Responsibilities

- Ensures adherence to safe work practices and procedures.
- Work in relations to your Superintendent/General Superintendent to ensure project(s) stays on schedule
- Understanding Project Chain of Command
- Knows the safety procedures and performs thorough reviews of the operator/user manuals prior to operating any power tools or equipment

- Ensures all crew members familiarize themselves with safety procedures and perform thorough reviews of the operator/user manuals prior to operating any power tools or equipment.
- Develops and executes future crew tasks to ensure projects are completed.
- Be able to read prints
- Ability to setup laser(s) such as: Rotating Laser, Pipe Laser
- Instructs the crew how to operate heavy construction equipment safely and efficiently.
- Instructs the crew how to install water, storm sewer, and sewer pipe and associated structures.
- Instructs the crew how to form, pour, and finish horizontal and vertical concrete structures.
- Travels to and from various job sites as needed.
- As needed, Operate and/or labor to fill the needs of the crew
- Uphold the guidelines that are set as laborer/operators

Progression

Team members will be assessed on their progression and capabilities through an annual evaluation or an out of cycle evaluation. For the annual evaluation, team members will complete a self-evaluation, while their supervisor will also complete an annual review. The process is imitated for the out of cycle evaluation. Once the self and supervisor evaluations are completed, the performance evaluation is reviewed. Viking General Superintendent(s) and the Director of Operations will recommend for a team member's classification compensation advancement or reclassification.

Education and Qualifications

- Must be able to work flexible hours, including evenings and weekends as required.
- The average work week would consist of 5 ten-hour days, but the schedule will be dictated by project needs.
- Must be able to work out of town, sometimes out of state, and for lengths of time, such as the job would dictate.
- A high school diploma, GED, or trade school certificate is preferred.
- Your skills and certifications are valuable, and Viking Civil recognizes it. Any special certifications or skills that are constructive to the position responsibilities will be taken into consideration when reviewing wage classification.
- Working knowledge of construction site safety and road safety regulations.

- Must attend all mandatory safety meetings and participate in discussions with the work crew and any safety personnel on site.
- Must be over 18 to operate power-driven saws including chain saws, woodchippers, abrasive cutting disks, or other power-driven equipment, or to perform excavating operations.

Working Conditions & Physical Demands

- Travel from site to site will be required.
- Work environment will normally be an active construction site. Exposure to dust, noise, high heat, extreme cold, and rain should be expected.
- Employees must be physically able to perform repetitive motion and heavy lifting, as described below.
- Must be able to maintain effective audio and visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
- You must wear all employer-mandated personal protective equipment, including hard hat, safety glasses, ear plugs, safety vests, and safety-toed work boots. Other PPE may be required from time to time depending on special safety concerns. All PPE will be provided by the company at no cost to the employee at the time of start of employment.
- Must be able to hear with or without the use of a hearing device and clearly see at least 30 feet with or without the use of corrective vision lens.
- Must be able to work while wearing a respirator if necessary.
- Alternate standing and walking on uneven terrain surfaces, such as hillsides, muddy and icy soils, and other working surfaces. Safe negotiation of all types of surface conditions will always be required.
- Bending, squatting, and kneeling will be required frequently during a workday.
- Constant pushing and pulling of certain tools and materials will be required over a day's work.
- The team member must be able to differentiate and / or identify colors.
- Must have knowledge of occupational hazards in this field and standard safety practices. Must be able to pass the 30 Hour OSHA testing

About Viking Civil

At Viking Civil, our unwavering priority is ensuring the safety of every individual involved in our projects, embodying a zero-harm commitment that guides all aspects of our operations. Equally, we provide exceptional service tailored to the needs of our clients. By fostering collaboration and

taking a client-centric approach, we ensure every project is executed with precision, creativity, and excellence from start to finish.

Our holistic focus on safety and the total well-being of our team enables us to deliver reliable, innovative solutions that align with our clients' goals, all while maintaining the highest standards of quality and care. At Viking Civil, we don't just build projects—we build trust, ensuring success for our clients and safety for all.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities required of the team member for this job. Duties, responsibilities, and activities may change at any time, with or without notice.

I have thoroughly reviewed the position requirements and fully comply with the duties and values expected of me. I am committed to performing in alignment with these standards to the best of my ability.

Date: _____

Print: _____

Sign: _____