**Job Summary**

We are seeking a detail-oriented and reliable **Lab Technician – Asphalt** to join our team. In this role, you will perform a variety of laboratory tests on asphalt materials to ensure quality control and compliance with industry standards and project specifications. Responsibilities include sample collection, preparation, and analysis, as well as accurate documentation and reporting of test results. The ideal candidate has experience in construction materials testing, is familiar with ASTM and AASHTO testing procedures, and is comfortable working in both lab and field environments.

**Job Title: Lab Technician**

**Reports To: Director of Quality Assurance**

**Location: Fredericksburg/Spotsylvania**

**Job Type: Full-time**

**Job Summary**

This position is responsible for ensuring the highest quality product is provided to all customers resulting in full payment for meeting contracted quality standards that are controlled by the lab.

**Job Duties**

* Perform quality assurance testing that is required by a Level I Technician as recognized by VDOT certification including; temperature checks, ignition method, gravity test, gyratory compaction and mechanical sieve analysis.
* Perform quality assurance testing according to Superior standards including; mechanical sieve analysis of stock piled aggregates and RAP samples ensuring supplies comply with needs, and checking moisture content of stockpiles.
* Accurate and timely completion of paperwork required by specification for VDOT either in person or by e-mail according to established standards.
* Visually inspect loads at the plants, located throughout Central and Northern Virginia, prior to delivery to the field. Rejecting a load if necessary to prevent return of materials or re-work of product in the field.
* Obtain, monitor, and gyratory samples under VDOT officials supervision as required.
* Communicate and maintain relationships with aggregate suppliers; keeping them informed of needs and anticipated changes.
* Communicate regularly with Density Technicians, plant personnel, Sr. Lab Technicians, and the Director of Quality Assurance regarding problems and product quality status.
* Assist and perform duties directed by Sr. Lab Technicians as instructed.
* Other duties as assigned.

**Job Requirements**

* Ability to follow verbal and written instructions and procedures.
* Ability to perform accurate computations (addition, subtraction, multiplication, division, fractions, units of measure, and decimals).
* VDOT Level I Certification required.
* Excellent communication skills and the ability to influence others and practice diplomacy.
* Ability to lift 75 lbs unassisted up to 5 times a day.
* Ability to work as a member of a team.
* Ability to adhere to Superior policies and other safety regulations.
* Ability to work overtime, weekends, and nights as required.
* Valid Driver’s License with a satisfactory driving record.
* High School Diploma or equivalency
* Ability to speak, read and write English.
* Ability to operate and perform basic functions on a computer. MS Office, including Word, Excel and PowerPoint is a plus. Computer experience preferred.

**Job Competencies**

To perform the job successfully, an individual should demonstrate the following competencies:

* Attendance/Punctuality - is consistently at work and on time; ensures work responsibilities are covered when absent; arrives at meetings and appointments on time.
* Safety and Security - observes safety and security procedures; reports potentially unsafe conditions; uses equipment and materials properly.
* Teamwork - contributes to building a positive team spirit; puts success of team above own interests.
* Quality - demonstrates accuracy and thoroughness; monitors own work to ensure quality.
* Productivity/Quantity - meets productivity standards; completes work in timely manner; strives to increase productivity; works quickly.
* Dependability - follows instructions, responds to management direction; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan.
* Communication - listens and gets clarification; responds well to questions.

**Physical Demands**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Essential functions may require maintaining physical condition necessary for standing, walking, bending, stooping, pushing, pulling, twisting, grasping; and seeing and hearing within normal ranges. Must lift and/or move up to 75 pounds unassisted throughout the hour and shift.

**Work Environment/Tools and Equipment**  
  
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Vehicle and field environment; travel from site to site; exposure to noise, dust, fumes, vibrations; temperature variations and inclement weather conditions; work around heavy construction equipment. Work on uneven or wet surfaces.

Tools and equipment regularly used; gyratory compactor, ovens, shovel, ignition oven, sieve shaker, lab scales, test press, various hand tools, and a computer.

This job description is intended to describe the general nature and level of work being performed by employees in this position. It is not intended to be an exhaustive list of all duties, responsibilities, and qualifications of employees assigned to this job. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Benefits:

* 401(k)
* 401(k) matching
* AD&D insurance
* Dental insurance
* Disability insurance
* Employee assistance program
* Health insurance
* Health savings account
* Life insurance
* Paid time off
* Vision insurance

Superior Paving Corp. is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.