**Job Summary – Loader Operator**

The Loader Operator is responsible for the safe and efficient operation of a front-end loader at the asphalt plant. This role includes loading materials into the plant, stockpiling aggregate, maintaining proper material flow, and assisting with general plant operations. The Loader Operator plays a key role in ensuring continuous production, plant cleanliness, and adherence to safety standards.

**Job Title: Loader Operator**

**Reports To: Site Foreman**

**Location: Strasburg**

**Job Type: Full-time**

**Job Duties**

* Move levers to operate and control equipment and computerized controls to match the specific formulas of various HMA materials.
* Maintain the highest standards of a strictly regimented quality assurance program.
* Oversee stockpiles of raw materials.
* Communicate any issues or concerns regarding materials, quality standards and equipment to the Foreman.
* Monitor machine for proper operation while observing other surroundings. Be conscientious of workers safety within the vicinity of the machine.
* Inspect, maintain, clean and service equipment for optimal operation (oil, grease, clean, etc.). Make adjustments and minor repairs using hand tools.
* Keep the stockyard clean
* Train others on the use of equipment.
* Other duties as assigned.

**Job Requirements**

* 1 year of industry experience or experience with Superior Paving.
* Must be able to run a machine in manual mode or with electronic controls.
* Ability to learn existing and new material mixes.
* Good eye-hand coordination.
* Ability to pull up your own weight and sit in one position up to 12 hours per day.
* Ability to climb up to 15 steep industrial stairs to access equipment.
* Must be able to lift up to 50 lbs unassisted.
* Ability to read, follow and interpret safety documents, operating and maintenance instructions and procedure manuals.
* Ability to follow verbal and written instructions.
* Ability to work as a team member with minimal supervision.
* A good understanding of Superior Paving policies and procedures, to ensure safe operation of the machines and equipment being used.
* Ability to work overtime, weekends, and nights as required.
* Valid Driver’s License preferred.
* Ability to speak, read and write English.

**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 50 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; loader, rake, shovel, hammer, jackhammer, screwdriver, wrenches, equipment maintenance tools, and a variety of hand tools.

**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.