**Paving Crew with CDL**

Drive and operate a variety of construction and paving machines and equipment including; Fuel and Lube Trucks, Asphalt Distributor, Vacuum Sweeper, and Water Truck to safely and effectively supply, deliver and unload needed materials to and on the job site.

**Job Title:** Paving Crew with CDL

**Reports To:** Site Foreman  
**Location:** Lynchburg  
**Job Type:** Full-time

**Job Duties**

* Transport and drive equipment to and from regionally located job sites in a safe timely manner.
* Assist, load and supervise loading of truck to ensure proper order and weight distribution, assure safety and minimal risk to cargo, equipment and danger to people.
* Move levers to operate and control equipment, sprinkler system and computerized controls, distributing and controlling materials to ensure product meets Superior quality and safety standards.
* Maintain complete and accurate records such as; daily log, fuel tickets, delivery documentation, and other logs and documents in compliance with government regulations and Superior policies.
* Obtain shipping documents and necessary signatures and return to the appropriate department as required.
* Inspect, monitor gauges and equipment, provide and document proper routine maintenance of truck, vacuum, sweeper, equipment, and supplies according to established policies. Report concerns or problems immediately.
* Open and close fire hydrants to refill tanks. Safely refuel equipment utilizing diesel and propane. Dump debris collected at specific locations only.
* Maintain good internal and external customer relations and immediately report problems with product quality, customer satisfaction and traffic.
* Survey job site and unload cargo, by hand, in a safe location that is convenient for the paving crews.
* Apply knowledge of commercial driving skills and driving in maneuvering vehicle at varying speeds and difficult situations, such as heavy traffic, inclement weather, r tight loading dock areas.
* Promptly report any delays, traffic, weather or emergency conditions, irregularities in pickup or delivery of cargo, safety hazards en route, or accidents involving driver or company equipment.
* Operate trucks and equipment according to all laws, VDOT regulations and observes all safety regulations established by Superior and the Department of Motor Vehicles for the safe operation of a commercial vehicle.
* Maintain a valid CDL B with the required endorsements and medical card. Schedule and attend required DOT physicals to maintain driving privileges.
* Maintain assigned vehicles and equipment to a high standard of cleanliness
* Train others on the use of equipment.
* Other duties as assigned.

**Job Requirements**

* Must have a valid CDL B with endorsements for assigned equipment and a satisfactory driving record.
* 5 years of experience in the paving industry or appropriate experience with Superior Paving.
* Must be able to run a machine in manual mode or with electronic controls.
* Ability to pull up your own weight and sit in one position up to 12 hours per day
* Must be able to lift up to 75 lbs unassisted regularly throughout a shift.
* Ability to read, follow and interpret safety documents, operating and maintenance instructions and procedure manuals, plans and grade.
* A good understanding of Superior Paving, state, local, private and federal policies and procedures, to ensure safe operation of the machines and equipment being used.
* Ability to work overtime, weekends, and nights as required.
* Ability to complete and maintain accurate records.
* Ability to speak, read and write English.
* Ability to follow verbal and written instructions.
* Ability to develop a good knowledge of inventory, sizes, types, colors and pallet package.
* Basic mathematical skills (addition and subtraction).
* Effective written and oral communication skills.
* Mechanical knowledge of designing, using, and maintaining machines and tools preferred.
* High School Diploma or equivalency 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 will vary based on specialized assigned equipment.

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. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.