**Summary**

**Paving Crew Laborers** are responsible for assisting in the construction and maintenance of asphalt surfaces, including roads, driveways, and parking lots. Their duties include preparing job sites, operating hand tools and equipment, shoveling asphalt, raking, and ensuring a smooth, even surface. They work as part of a team under the supervision of a foreman to complete projects efficiently and safely. The ideal candidates should have physical stamina, a strong work ethic, and the ability to work in various weather conditions while following safety guidelines and project specifications.

**Job Title: Paving Crew Laborer**

**Reports To: Site Foreman**

**Location: Salem**

**Job Type: Full-time**

**Job Summary**

Perform entry level maintenance and construction tasks involving physical labor at paving sites, plant, and other contracted locations under general supervision.

**Job Duties**

§ Clearing and preparing highway work zones, rights of ways, end of pass and joints by removing litter, debris, rocks, existing building materials, concrete, mud and vegetation.

§ Digs, spreads, and levels asphalt or other materials using shovel.

§ Controlling traffic passing near, in, and around work zones according to established standards.

§ Monitor pumps, compressors and generators.

§ Performs a variety of routine, non-machine tasks such as: Installing traffic barricades, cones, and markers, repairing pavement imperfections, marking obstacles for equipment drivers, setting stakes and digging and backfilling trenches and cleaning of job site.

§ Other duties as may be assigned.

**Job Requirements**

§ Must be 18 years of age

§ Must be able to lift 75 lbs. regularly throughout a shift

§ Must be able to stand for 12 hours and be able to walk up to 4 miles in a day with minimal breaks.

§ Ability to learn how to use and handle hand tools and control traffic according to regulations.

§ Manuel dexterity to safely use tools and equipment.

§ Good eye-hand coordination, good physical fitness, multi-limb coordination, static strength and a good sense of balance.

§ Ability to perform strenuous or peak physical activities for prolonged periods of time under conditions of various weather conditions and extreme environments.

§ Ability to work as a member of a team.

§ Ability to adhere to Superior policies and other safety regulations.

§ Ability to follow verbal and written instructions.

§ Ability to work overtime, weekends, and nights as required.

§ Valid Driver’s License preferred.

§ High School Diploma or equivalency preferred.

**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; jackhammer, sledge, axe, shovel, rake, spreaders, drills, grinders, saws, cleaning equipment, water hose, etc.

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.