**Job Summary: Skilled Laborer – Asphalt**

The Skilled Laborer – Asphalt is responsible for performing a variety of tasks related to asphalt paving and maintenance projects. This includes preparing job sites, handling materials, operating small equipment and tools, and assisting the paving crew with laying, spreading, raking, and compacting asphalt. The ideal candidate will have experience working in a physically demanding outdoor environment and demonstrate strong teamwork, reliability, and attention to safety protocols.

**Job Title: Skilled Laborer – Paving Crew**

**Reports To: Site Foreman**

**Location: Northern VA**

**Job Type: Full-time**

**Job Summary**

**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.
* Break up and load into truck, asphalt and other materials from street surfaces using hand and pneumatic power tools.
* Mixes, pours, and spreads hot asphalt, gravel, and other materials, using hand tools for construction and repair of streets and thoroughfares.
* Place asphalt on roads while assisting machine operator to maintain grade. Repairing with hand tools any area that cannot be done with screed machine.
* Lifts, carries, and holds building materials, tools and supplies.
* Controlling traffic passing near, in, and around work zones according to established standards.
* Monitor, operate, performs preventative maintenance and service to pumps, compressors, generators and other ground maintenance equipment.
* Erect and disassemble temporary structures.
* Cleans tools, equipment, materials and work areas.
* Documents contractors’ work in accordance with department policy.
* Performs tests for specification compliance and yield.
* Measure in specified ratio from survey stake to juncture of embankment and excavation using survey rod and eye level. Move, and mark stakes to guide equipment operators.
* 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, digging and backfilling trenches and cleaning of job site.
* Communicate recognized problems with tools, equipment, work areas and product as they arise.
* Other duties as assigned.

**Job Requirements**

* 3 years of experience in the paving industry or appropriate experience with Superior Paving
* Must be 18 years of age
* Must be able to lift 75 lbs regularly within an hour and throughout a 12 hour shift
* Must be able to stand for 12 hours and be able to walk up to 4 miles in a day with minimal breaks.
* Manuel dexterity and ability to learn how to safely use and handle hand tools, specialized equipment, and control traffic according to regulations.
* 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 recognize and measure differences in grade and slope
* Basic math skills (addition, subtraction, multiplication, division, use of fractions and decimals).
* 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.
* A good understanding of state, local and private requirements and regulations.
* Ability to work overtime, weekends, and nights as required.
* Valid Driver’s License 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 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.