**Job Summary – Plant Operator**  
We are seeking a reliable and experienced Asphalt Plant Operator to manage the daily operations of an asphalt production facility. This role involves monitoring equipment, ensuring consistent production quality, performing routine maintenance, and maintaining a safe and compliant work environment. The ideal candidate will have experience with plant controls, mechanical systems, and a strong understanding of asphalt mix specifications.

**Job Title: Plant Operator**

**Reports To: Site Foreman**

**Location: Fredericksburg**

**Job Type: Full-time**

**Job Duties**

* Tracks inventory and orders raw materials (liquid, fuel, sand, etc.) as determined by required workload.
* Takes orders, handles purchase orders and collects cash from private customers.
* Operates and monitors asphalt manufacturing equipment using buttons, levers, gauges and electronic equipment according to Superior quality and safety standards.
* Inspect materials, products, or equipment to detect defects or malfunctions.
* Communicate with drivers to direct them to the appropriate load areas and safely load materials.
* Completes all required forms and paperwork for the plant.
* Works with Operations Managers and Foreman to plan plant production output.
* Communicate any issues or concerns regarding materials, quality standards and equipment to the Foreman.
* Serves as back-up to the plant Foreman.
* Train others on the use of plant equipment and operations.
* Other duties as assigned.

**Job Requirements**

* Experience operating a plant. Industry training preferred.
* Knowledge of plant equipment and conveyer systems.
* Ability to multi-task, and orchestrate processes through influence and leadership.
* Must be credible, honest and exercise good judgment.
* Effective communication skills.
* Ability to learn existing and new material mixes.
* Ability to learn how to operate an end loader, crusher, and perform equipment maintenance.
* Good eye-hand coordination.
* Must have basic math skills (addition, subtraction, division, multiplication, fractions, decimals, measurements)
* Ability to climb up to 10 flights of stairs to access and monitor processes and equipment.
* Must have the ability to work in tight and high spaces.
* 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 learn to use a computer for record keeping, data entry, correspondence, research and ordering materials.
* 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.
* Ability to speak, read and write English.
* High School graduate or equivalency preferred.
* Valid Driver’s License 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 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; jackhammer, volt, amp meter, thickness gauge, 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.