**Job Summary – Plant Yardman**  
We are looking for a dependable Asphalt Yardman to support plant operations by maintaining the yard, assisting with material handling, and ensuring a clean and organized worksite. Responsibilities include loading and unloading materials, operating small equipment, and supporting the asphalt plant team as needed. The ideal candidate is safety-focused, hardworking, and comfortable working in outdoor environments.

**Job Title: Plant Yardman**

**Reports To: Site Foreman**

**Location: Warrenton/Bealeton**

**Job Type: Full-time**

**Job Duties**

* Clearing and cleaning of the yard by removing litter, debris, rocks, asphalt, bin materials, etc.
* Mowing, trimming and maintenance of the lawn areas as required.
* Maintain cleanliness of the parking area
* Give direction to suppliers to ensuring loads of liquid and fuel get into the proper tank.
* Grease and inspect the plant to identify and communicate problem areas.
* Other duties as assigned.

**Job Requirements**

* Must be able to lift 50 lbs regularly throughout a shift
* Ability to learn how to use and handle hand tools including a rake, shovel and air powered and hand pumps.
* 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 drive a Bobcat and operate lawn equipment.
* 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.

**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; bobcat, lawn mower, riding mower, trimmer, shovel, rake, broom, water hose, air pump, hand pump, jackhammer, Bobcat, 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

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