

PAVING CREW

Department: Construction
Classification: Hourly Non-exempt Seasonal

Reports to: Foreman
Location: All States Asphalt, Inc.
Revised: January, 2017

Position Summary:

The paving crew is responsible for performing duties related to the paving operation in a safe efficient manner. The paving crew travels to job sites and will work days or nights depending on the requirements of the job. This position has the potential to grow with the company. The paving crew must be able take direction from the Foreman and complete the tasks with limited supervision as part of the crew.

All States Materials Group is a regional leader in road building, pavement preservation and distribution of road materials. We see the exciting in what most take for granted: the roads we drive on every day. We strive to be the best at what we do, and we seek to do it better every day, in a safe, environmentally-responsible and technologically advanced way.

Essential Functions:

The following list is intended to be exemplary of the physical demands of the position however it is not exhaustive of all day-to-day functions. The incumbent will be required to perform any or all of the following in a given day or week:

1. Adheres to all safety rules and works safely on all jobs.
2. Must be safety conscious with the mind set to look out for the safety of others as well.
3. Ability to work with other members of the crew and communicate effectively and efficiently.
4. Must work with the foreman and take direction for foreman.
5. While performing the duties of this position the incumbent is regularly required to stand for up to 10-12 hours (rest breaks as required by law will be provided), use hands, handle or feel, reach with hands and arms, talk, hear, see, walk, climb stairs, ladders, & catwalks, stoop, bend, twist, kneel and crouch;
6. Report immediately to foreman any damage to the equipment or safety hazards or accidents.
7. Must be able to consistently lift and/or manipulate with push/pull force +/- 50 pounds;
8. Flexibility with regard to schedule working extended hours, nights, weekends, and holidays when business needs dictate. Regional travel with crew requiring dependable transportation, occasional overnight travel. Must be able to get to the job site on time and work the required schedule.

Work Conditions

Incumbent must be able to tolerate moderate to loud noise level (PPE will be provided, including hearing protection as required), long hours standing, walking, and laboring outdoors in varying weather conditions – frequently in extreme heat.

Other Accountabilities/Responsibilities:

Performs related and unrelated duties as may be required.

Position Requirements:

High school diploma or equivalent. 3-5 years of prior industry experience preferred. Ability to work as part of a team and able to pass a physical and drug screen. Must have a valid driver's licenses, a CDL class A license is preferred. Must possess sound judgment ability, and ability to analyze MSDS sheets.

Supervisory Scope:

None.

Independent Action:

Performs work independently within scope of established guidelines and practices. Consults with Foreman where clarification or exception to procedure may be required.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed above are representative of the knowledge, skill and/or ability required. Any physical demands or work conditions 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.