

Job Title:	Laborer	Reports To:	Superintendent
Division:	Commercial	FLSA Classification:	Non-Exempt
Department:	Operations	Salary Grade:	1

Position Purpose

The Laborer performs tasks involving physical labor at construction projects. The position may operate a variety of hand and power tools and may clean and prepare sites, clean up rubble and debris, and remove waste materials. The position will also assist other craft workers.

Essential Functions and Responsibilities

- Performs a variety of tasks involving strenuous manual labor in moderate to heavy construction projects; performs manual work in preparing sites.
- Maintains a clean job site: picks up all tools and equipment and secures job site each day to eliminate potential hazards.
- Performs materials handling and storage.
- Loads and unloads trucks and hauls and hoists materials.
- Ensures that proper safety and incident reporting procedures are followed. Brings problems to the attention of the Foreman, Safety Director, Project Manager, or Superintendent.

Competencies

- Communication Proficiency
- Customer/Client Focus
- Results Driven
- Ability to work independently or on a team
- Stress Management/Composure

Work Environment

While performing the duties of this job, the employee may be exposed to fumes or airborne particles, moving mechanical parts and vibration. The employee is occasionally exposed to a variety of extreme conditions at the job sites. The noise level in the work environment and job sites can be loud. The position regularly works near moving mechanical parts and in both inside and outside conditions; that include inclement weather, heat and humidity, and exposure to dust and asphalt.

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.

- The position lifts heavy objects, walks and stands for long periods of time and performs strenuous physical labor under adverse field conditions.
- The employee lifts, pushes, pulls or carries objects; uses abdominal and lower back muscles to provide support over time without fatigue; and effectively jumps, sprints or throws objects.
- The position requires good manual dexterity (hand, hand with arm, two hands) and multilimbed coordination.
- The position requires the ability to quickly move arms and legs. The employee must have excellent stamina.

Qualifications & Requirements

Education / Certification

High School Diploma or GED

Recommended Work Experience

1 to 2 years of experience

Position Type/Expected Hours of Work

This is a full-time position. Days and hours of work may vary; 40 hours per week. This position may frequently require long hours and weekend work, if necessary, for project deadlines.

Working Conditions

Travel is primarily local during the business day.

Performance Measurements

- Annual Performance Review
- Regular Project Updates
- Internal and External Client/Customer Feedback
- Possible peer and/or 360 degree surveys