

# Construction Laborer

## **JOB DESCRIPTION**

Job Title: Construction Laborer

Reports to: Jobsite Superintendent/Foreman

Salary Grade: Varies

## **SUMMARY/OBJECTIVE:**

The construction laborer performs tasks involving physical labor at Utility and Heavy Construction projects. The position may operate a variety of hand and power tools and may clean and prepare sites, dig/work in trenches, set braces to support the sides of excavations, clean up rubble and debris, and remove waste materials. The position may assist other skilled workers. This position is an entry level position that can be useful in learning more about Utility Construction prior to attaining a more skilled position in the Company.

## **ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE THE FOLLOWING. OTHER DUTIES MAY BE ASSIGNED**

- Must demonstrate an ability and willingness to learn all aspects of Utility construction.
- Must have a minimum of a tape measure, pocket knife, and suitable clothing.
- Lift and carry tools, forms, and many forms of construction materials.
- Assist excavation or backfill activities with the use of shovels, spades, and other hand tools.
- Able to become proficient in the use of drills, skill saws, hammer drills, etc.
- Operate jackhammer, chipping hammer, and concrete saw.
- Carry, place and tie reinforcing steel.
- Assist carpenters by measuring and cutting lumber, nailing, retrieving materials, etc.
- Rigging loads and signaling operators.
- Assist surveyors in stakeout by holding a tape, rod, plumb bob, prism, etc.
- Place, vibrate, and learn to finish concrete.
- Assist in setting wood and steel form systems used by the company.
- Load and unload trucks.

- Perform general clean up around the job site.
- Work in accordance to all safety procedures provided.

#### **COMPETENCY:**

To perform the job successfully, an individual should demonstrate the following competencies:

**Problem Solving** – Identifies and resolves problems in a timely manner; Works well in group problem solving situations.

**Technical Skills** – Assesses own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills.

**Interpersonal** – Remains open to others' ideas and tries new things.

**Oral Communication** – Listens and gets clarification; Responds well to questions.

**Team Work** – Balances team and individual responsibilities; Contributes to building a positive team spirit.

**Written Communication** – Able to read and interpret written information.

**Cost Consciousness** – Conserves organizational resources.

**Diversity** – Demonstrates knowledge of EEO policy; Shows respect and sensitivity for cultural differences; Promotes a harassment-free environment.

**Ethics** – Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values.

**Organizational Support** – Follows policies and procedures; Supports affirmative action and respects diversity.

**Adaptability** – Adapts to changes in the work environment; Able to deal with frequent change, delays, or unexpected events.

**Attendance/Punctuality** – Is consistently at work and on time.

**Dependability** – Follows instructions, responds to management direction; Takes responsibility for own actions.

**Initiative** – Volunteers readily; Seeks increased responsibilities; Asks for and offers help when needed.

**Innovation** - Meets challenges with resourcefulness; Generates suggestions for improving work.

**Judgement** – Exhibits sound and accurate judgement; Supports and explains reasoning for decisions.

**Motivation** – Measures self against standard of excellence.

**Professionalism** – Approaches others in a tactful manner; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions.

**Quality** – Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality.

**Quantity** – Completes work in a timely manner; Strives to increase productivity.

**Safety and Security** – Observes safety and security procedures; Reports potentially unsafe conditions; Uses equipment and materials properly.

## **WORK ENVIRONMENT**

While performing the duties of this job, the employee is frequently exposed to working around Heavy Equipment, fumes or airborne particles, moving mechanical parts and vibration. The employee is occasionally exposed to a variety of extreme conditions at construction 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 outside conditions that include inclement weather, heat and humidity, and exposure to dust.

## **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 involves lifting and/or moving heavy objects up to 50 lbs, walking and standing for long periods of time and performing 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. The employee is occasionally required to sit; use hands to finger, handle, or feel; climb or balance and stoop, kneel, crouch, or crawl.

## **POSITION TYPE/EXPECTED HOURS OF WORK**

This is a full-time position. Days and hours of work are generally Monday through Friday, 40 plus hours per week. This position frequently requires long hours and occasionally weekend work.

## **TRAVEL**

Travel is primarily local during the business day, although some out-of-area and overnight travel may be expected.

## **ADDITIONAL ELIGIBILITY QUALIFICATIONS**

Must possess or be able to obtain a valid and appropriate state driver's license prior to employment.