**RESPONSIBILITIES**

* Lead by example, promote and portray company values, always look out for your safety and the safety of others, conduct business with integrity, strive for excellence in all aspects of the job, motivated to succeed and improve skills, and hold self and others accountable for actions.
* Must know the consistency of material and understand compaction mechanisms to install and compact in place.
* Proficiently operate any or all of Siema Construction’s core equipment, which includes dozers, compactors, excavators, articulated trucks, loaders, motor grader, etc.
* Ability to run a pipe crew, install drainage, box, structures, box culverts. Install pipe in accordance to plans, slopes, layout, etc.
* Must be an expert in the installation of drainage, and box culverts.
* Comply with the Operations & Maintenance Guide for Siema’s core and secondary heavy equipment.
* Perform a daily heavy equipment walk-around inspection and preventive maintenance (grease, check fluids, tires, cleaning).
* Must be proficient in two or three major construction activities (grading, pipe laying, demolition, etc.).
* Perform job responsibilities safely in a busy, sometimes, stressful environment while operating and working under varied weather conditions around trucks and personnel and powerlines
* Understand the value of teamwork and communication with others, necessary to operate onsite construction activities (grading & excavating) efficiently.
* Ability to read and interpret blueprints, safety rules, operating and maintenance instructions and procedure manuals.
* Set up laser and pipe laser equipment multiple times in one day.
* Compute rate, ratio and percent.
* Compute and set grades using laser equipment.
* Participate in a culture of talent development.
* Positive customer relationship.
* Must be able to enter crew/equipment timecards, phase units tracking with in HeavyJob.
* Maintain a high level of moral among crew members and work as student and teacher.
* Perform other job-related duties as assigned.

**JOB REQUIREMENTS**

* Must be competent at managing concrete paving activities
* Comprehend blueprints, sketches and plans.
* Ability to add and subtract two digit numbers and to multiply and divide with 10’s and 100’s; ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions, and decimals.
* Ability to understand field stakes and perform necessary layout for material installation.
* Proficient at reading, writing, basic addition and subtraction.
* Compile weekly invoices, delivery and fuel invoices.
* Ability to
* Preform weekly Toolbox Talks.
* Possess strong organizational and communications skills.
* Ability to manage aspects of construction - scheduling, cost, safety and quality.
* Possess a strong work ethic and attention to detail.
* Must be able to plan work weeks in advance including labor, equipment and material needs.
* Ability to lead daily huddles including setting daily safety and production goals.
* Proficient utilizing HeavyJob.
* Physical requirements:
	+ Manually lift/carry 50-80 lbs
	+ Stand and walk for long periods of time
	+ Carry tools/equipment
	+ Stoop, kneel, crouch, and crawl
	+ Perform all required tasks during extreme weather conditions (hot/cold)
* Must possess a valid driver’s license and ability to drive a Siema vehicle.
* Basic understanding of equipment and construction.

**EDUCATION/WORK EXPERIENCE**

* Desired education – high school diploma or equivalent.
* Required experience– 5 + Years of operating experience and a minimum of 1 year experience of pipe installation.
* Rigging
* Trench Safety
* Siema Safety
* Small Tool Care
* Advance Concrete

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**Employee Signature Date**

**Supervisor Signature Date**

**\*NOTE:**

**This document is intended to describe the general nature and level of work performed. It is not intended to serve as an exhaustive list of all duties, skills, and responsibilities required of personnel so classified.**