



LABORER

Job Description

Reports To: Foreman or Crew Leader
Travel Required: Local, up to 100%

Department: Field
FLSA Status: Non-Exempt

Neubert Construction Services Inc. builds projects that connect and improve communities. We have proudly provided civil construction services to residential, commercial, and municipal customers in the Southwest Florida area since 1995. We are committed to excellence and approach each project with integrity to deliver safe, high-quality, efficient work with minimal inconveniences to the community.

Position Overview

As a Laborer, you will perform many tasks that require physical labor on project sites including fence and gate installation. Will assist skilled team members and take instructions on items including but not limited to; setting fence posts, rails, lines, clearing debris, removal of old fencing as required, and repairing as needed. A laborer lifts, carries, holds, prepares, and places tools and materials related to the work and performs duties as required to complete each job. May operate hand and power tools of all types. Laborers must be safety oriented, able to work with minimal supervision, and be highly focused on quality and productivity.

Job Requirements / Essential Functions

Essential functions may include the following tasks, knowledge, skills, and other characteristics. This list is not a comprehensive listing of all functions and tasks performed by this position, nor does it necessarily list all possible duties that may be assigned. Must be able to perform the physical demands of the job.

- Always follow and adhere to our company safety policy standards on the job site, when using equipment, and driving company vehicles. Report any unsafe work practices or safety hazards encountered on the job immediately to the Foreman/Crew Leader. We value safety first.
- **HEAVY WORK:** Requires use of all limbs, dexterous and steady use of hands and arms for long periods of time. Occasional lifting up to 75 lbs., routine lifting up to 50 lbs., up to 20 times per hour; constant use of large hand tools for moving and grading earth, reaching at or above shoulder height with materials, forms, and tools on a regular basis, 1 to 10 hours per day; any combination of standing, bending, climbing, balancing, kneeling, crouching, reaching, handling, and walking, 8 to 10 hours per day.
- Willingness to work outdoors in all weather conditions and uncontrolled environmental conditions.
- Must be flexible as work sites can change as a function of work availability and be able to work different shifts, up to 12 hours, and overtime as required by the work. This includes the ability to work with relative comfort in confined spaces and underground.
- Keep jobsite, trucks, and equipment clean. Will prepare and clean construction sites to eliminate possible hazards and maintain proper tool and material storage.
- Assist other team crew members with labor support as assigned. We are one company, one team. Keep a positive attitude and be able to work well with others.
- Punctuality, be on time every day, be prepared, and mentally present.

Tool Requirements

The company supplies all power tools, large tools, mechanical equipment, personal protective equipment, and heavy machinery as needed to complete the job. **The employee is required to provide the small tools necessary to perform the work.** These items will not be provided by the company, but we do offer a tool purchase program in order to equip you with the tools required:

- | | | | |
|---|------------|---|--------------------------|
| ↗ | Hammers | ↗ | Measuring tapes |
| ↗ | Hand saws | ↗ | Squares |
| ↗ | Tool belts | ↗ | Nail pouch for tool belt |

Constant and proper use of all tools and personal protective equipment is required at all times. All tools, equipment, and machinery must be operated in a safe manner and in accordance with the manufacturers' recommendations. All employees are responsible for inspecting tools for breakage, defect, and excessive wear before each use. Any unsafe tools or equipment should be reported immediately to your supervisor.

Skills / Knowledge / Training

Must have working knowledge and demonstrated skill regarding: simple math, reading and writing English, various hand tools and handheld power tools, communication and interpersonal skills, listening to and following instructions, and hard physical work. **Minimum age of 18 years.**

This position will begin to learn their trade through on-the-job training. Team members will also receive ongoing training and be required to identify and demonstrate basic position responsibilities as outlined in our training program by the completion of your first 90 days of probationary employment.

At Neubert we invest in the development of your career and believe that a well-trained team, dedicated to continued growth of your knowledge base and skills, and always encouraged to contribute, are those that will achieve success!

Thank you for your interest in Neubert Construction Services, Inc.