

Position Overview:

The **Pavement Maintenance Operator** will work under the direction of the Project manager to perform a variety of tasks related to pavement maintenance projects. This role requires physical stamina, attention to detail, and a commitment to delivering high-quality workmanship.

Key Responsibilities:

As a Pavement Maintenance Operator, your responsibilities may include, but are not limited to:

- Assist with the preparation and maintenance of asphalt and concrete surfaces, including crack sealing, pothole repair, surface cleaning and more.
- Operate hand tools, power tools, and equipment safely and efficiently, following established procedures and safety guidelines.
- Assist with the application of sealcoating materials, asphalt emulsions, and pavement markings, ensuring accuracy and consistency.
- Perform routine maintenance and minor repairs on equipment and vehicles to ensure optimal performance and safety.
- Follow instructions from the Crew Leader and collaborate with team members to complete projects on time and within budget.
- Adhere to all safety protocols and regulations, wearing appropriate personal protective equipment (PPE) and maintaining a clean and organized work environment.
- Communicate effectively with team members, supervisors, and clients to ensure project requirements are met and customer expectations are exceeded.
- Drive and operate heavy trucks, trailers, and machinery: Safely operate company vehicles, including trucks and trailers, as well as specialized machinery used in pavement maintenance (e.g., sealcoating equipment, crack filling machines, etc.) on job sites.

Qualifications for Full-Time Pavement Maintenance Operators (FT PMO):

- Must be 18 years of age or older (due to insurance and liability requirements)
- Must have a valid driver's license (for driving company trucks, trailers, and machinery), Clean driving record required (for insurance purposes) and be eligible to drive company vehicles
 - Eligibility is based on driving history(NCDMV) and company insurance provider.
- Ability to work 30-40 hours per week, with occasional overtime based on project needs.
 - Ability to work flexible hours, including weekends, evenings, and travel as needed.
- Reliable transportation to and from work.
- Experience driving trucks and trailers (Preferred)
- Ability to perform physically demanding work in various weather conditions and environments.
- Strong work ethic and commitment to safety, quality, and customer service.
- Willingness to learn and follow instructions from supervisors and experienced crew members.

Qualifications for Part-Time Pavement Maintenance Operators (PT PMO):

- Must be 18 years of age or older (due to insurance and liability requirements)
- Ability to work 0-29 hours per week. Hours may vary based on business needs and project schedules.
 - Ability to work flexible hours, including weekends, evenings, and travel as needed.
- Reliable transportation to and from work.
- Ability to perform physically demanding work in various weather conditions and environments.
- Strong work ethic and commitment to safety, quality, and customer service.
- Willingness to learn and follow instructions from supervisors and experienced crew members.

Physical Requirements for both Part-Time and Full-Time Pavement Maintenance Operator Positions:

- Ability to lift and carry heavy objects (up to 50 pounds) and perform repetitive tasks for extended periods.
- Stamina to stand, walk, bend, kneel, and squat for long periods in various weather conditions.
- Manual dexterity and hand-eye coordination to operate tools and equipment safely.