



T-ROSS BROTHERS CONSTRUCTION, INC.
JOB DESCRIPTION
LABORER

Reporting Relationship – Laborers will report directly to the Project Foreman.

Supervisory Responsibilities – None

Laborer I

Experience:

- One to three years of related experience and/or training, or the equivalent combination of education and experience.
- High School Graduate or equivalent

Skills and Duties:

- Performs all work in accordance to generally accepted safe work rules. Attends weekly safety meetings.
- Meets with Project Foreman and reviews site activities to determine any changes in operations as required. Implements and follows-through on such changes.
- Performs job tasks in an efficient manner as directed through the effective use of labor, equipment, and materials.
- Assists with loading of all materials and equipment necessary for job starts and jobs in progress in accordance to established inventory control procedures.
- Responsible for promoting safe driving and providing proper care and maintenance of company truck.
- Supports company image for superior professionalism by keeping company vehicles and job sites in a clean and organized fashion.
- Responsible for work quality, completing contracted obligations, and maintaining call backs to acceptable levels as a responsible team member.
- Questions any directive that is not clear or is beyond his skill ability. Continuously strives to improve his skills and expand his capabilities.
- Uses the right tool for the task.

- Conducts all dealings on behalf of the company with the highest ethical standards and moral integrity to enhance its standing in the industry and in the community.
- Other duties as assigned.

Work Performance:

- Arrives on time and is not tardy for more than 3 times per year.
- Maintains a good attendance record and informs office of any absences in a timely manner.
- Uses all company owned equipment/tools in the proper manner and without unnecessary abuse.
- Follows instructions and works in such cooperative manner that promotes teamwork.
- Practices safe work habits and maintains good jobsite housekeeping.
- Produces quality work in a professional manner that enhances good customer relations.
- Participates in weekly toolbox meetings
- Attends monthly safety meetings

Other Qualifications:

- Maintains a complete set of carpenter tools in good working and operating condition.
- Proficient in the safe and efficient operation of power tools. Is comfortable with heights. Provides own hand tools. Able to properly lift 100 lbs.

Laborer II

Will be expected to possess all the required experience, skills and qualifications, as well as perform all the duties and be evaluated on the same work performance measures of a Laborer I, in addition to the following:

Experience:

- Three to five years of related experience and/or training, or the equivalent combination of education and experience.

Skills and Duties:

- Identifies areas in which reductions or efficiencies can be made and implements appropriate actions. Implements any corrective action as may be directed by Project Foreman
- Provides suggestions that will improve the quality and/or final cost of projects or phases of projects.
- Other duties as assigned.

Work Performance:

- Demonstrates ability to learn new skills
- Shows progression in skill and training measures
- Can work independently

Other Qualifications:

- Achieved at least a satisfactory rating on previous performance review.

Laborer III

Will be expected to possess all the required experience, skills and qualifications, as well as perform all the duties and be evaluated on the same work performance measures of both a Laborer I & II, in addition to the following:

Experience:

- Six to seven years of related experience and/or training, or the equivalent combination of education and experience.

Skills and Duties:

- Has a strong level of ability in reading and understanding construction drawings and schedules to complete framing, finishes, window, door, door hardware and accessories
- Has begun to perform some Carpentry tasks
- Is able to work independently with little instruction or supervision
- Demonstrates potential to be assigned a skilled role within the company
- Other duties as assigned.

Work Performance:

- Learning technical skills and showing progression towards a skilled craft

Other Qualifications:

- Works with Foreman and Leadership on skill development and training
- Achieved at least a satisfactory rating on previous performance review.