



Job Title: Foreman, Asphalt Paving
Department: Construction
Salary: Commensurate upon experience

Reports to: Superintendent
FLSA status: Exempt
Location: Wichita, KS

Job Purpose:

We are seeking a safety-focused and experienced Asphalt Paving Foreman to lead our paving crews in delivering high-quality roadway, parking lot, and commercial asphalt projects. The ideal candidate brings proven leadership in asphalt operations, a strong focus on safety, and hands-on expertise in both traditional and spray paving techniques. You will oversee daily crew activities, ensure project timelines and quality standards are met. This position works collaboratively to serve as the key communicator between field operations and management. Must be dedicated and willing to build a career while exceeding the highest quality of safety standards.

Job Duties:

- Lead and supervise asphalt paving crews on multiple job sites.
- Ensure the safety of crew members and the public who may interact with projects.
- Plan, schedule, and execute paving operations, including spray paving for surface rejuvenation.
- Operate and maintain paving equipment: pavers, rollers, spray injection units, tack trucks, and distributors.
- Ensure proper material application, temperature control, compaction, and joint construction.
- Read and interpret blueprints, grade stakes, and project specifications.
- Conduct daily safety briefings, enforce PPE compliance, and maintain OSHA standards.
- Train crew members on safe and efficient paving techniques.
- Perform quality control checks and manage asphalt mix designs and testing.
- Calculate the number of trucks required to haul asphalt from the hot plant according to vehicle capacity, traffic conditions, distance from work site, and productivity of drivers.
- Supervise and coordinate crew activities, studying production schedules, and estimating work requirements for completion of job assignment in compliance with or beating the job estimate.
- Maintain time and materials records necessary to complete daily job costing.
- Recommend measures to improve productions methods, equipment performance, product quality, and crew performance.
- Properly follow all company policies and OSHA/MSHA regulations for safe working procedures and environment.
- Perform other duties as assigned.

Qualifications:

- High school diploma or GED equivalent required.
- Minimum three years of experience (construction background desired): or any equivalent combination of experience and training that provides the required knowledge, skills and abilities.
- Previous experience in operating various types of heavy mobile equipment is preferred but not required.
- Good mechanical repair, accurate math skills and communications skills are required.
- Proficient in Microsoft Office Suite, especially Excel.
- Strong problem solving and analytical skills, with the desire to seek solutions.
- Ability to maintain composure in all situations.
- Current valid Kansas Driver's license required (CDL Class A/B preferred).

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. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is *regularly* required to sit, talk, and hear. The employee is *regularly* required to sit, and use hands to finger, handle, or feel. The employee is *regularly* required to stand, walk, and bend. The employee must *regularly* lift and/or move from 1 to 50 lbs. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision and depth perception.

Work Environment:

While performing the duties of this job, the employee regularly works in outside weather conditions and is exposed to airborne particles. The employee regularly works near moving mechanical parts. The noise level in the work environment is usually moderate to loud.

Why work for us:

Pearson is an ever-growing company founded on solid family values. We maintain an excellent relationship with local communities and strive to provide the best possible materials and services in our industry. To do that, we employ passionate and talented individuals who are dedicated, dependable, and ready to make a difference.

We Offer:

- Full Benefit Package available first of the month following 60 days of Employment
- Medical, Dental, Vision, and Life Insurance
- 401(k) with Company Match
- Paid Holidays
- Paid Time Off/PTO Plan
- Short-Term and Long-Term Disability

Applicants Are Encouraged to Apply On-line or at the Main Office:

<https://pearsonconstructionllc.com/careers/employment-application/>

If you have any questions regarding our current open positions, or the online application, please contact our HR Department at the address below.

To Apply in Person:

Pearson Companies | HR Office
2901 N. Mead St., Wichita, KS 67219
Monday – Friday | 8:00 AM – 5:00 PM

In compliance with Federal and State equal employment opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, sexual orientation, gender identify, national origin, age, marital status, veteran status, no-job related disability, or any other protected group status.

An Equal Opportunity Employer/Minorities, Women and Veterans encouraged to apply.