



Position Title: Asphalt Laborer & Operator (**Travel Required**) **FLSA Status:** Non-Exempt
Department: Public/Private Construction **Reports to:** Superintendent
Salary Level: Commensurate upon experience **Location:** Wichita, KS

Summary:

We are seeking safety-focused asphalt laborers and equipment operators to support paving operations by performing a variety of tasks on construction projects. Both positions require a strong dedication to safety, teamwork, and professionalism. The Asphalt Laborers and Operators will perform a variety of physical tasks to support the construction, maintenance, and repair of asphalt surfaces for highways, roads, parking lots, and other projects. This position works collaboratively with the team to minimize downtime and ensure compliance with safety and quality standards.

Key Responsibilities – Paving Laborers:

- Prepare job sites by clearing debris, setting up traffic control devices, and organizing materials and equipment.
- Support paving operations, including spread, rake, lute, and level hot mix asphalt using hand tools and small equipment to meet project specifications.
- Operate basic hand tools (e.g., shovels, rakes, brooms) and power tools (e.g., jackhammers, compactors) under supervision; assist with loading and unloading materials.
- Perform patching, joint sealing, and surface repairs.

Key Responsibilities – Equipment Operators:

- Safely and efficiently operate asphalt pavers, rollers (breakdown, intermediate, finish), material transfer vehicles, milling machines, and skid steers.
- Perform daily equipment inspections, greasing, and minor maintenance.
- Follow grade stakes, string lines, and GPS/machine control systems for proper alignment, depth, and smoothness.
- Coordinate with the crew to achieve specified mix placement, compaction, and ride quality.

Key Responsibilities – Both Roles

- Maintain a clean and safe work environment by removing excess materials, cleaning tools, and performing routine maintenance on equipment.
- Follow all safety protocols, wear appropriate personal protective equipment (PPE), and report any hazards or incidents to supervisors.
- Collaborate with crew members, including equipment operators, foremen, and other laborers, to ensure efficient project completion.
- Perform additional tasks as assigned by supervisors, such as flagging, assisting with measurements, or transporting materials.
- Clean and maintain tools, equipment, and work areas to ensure safety and efficiency.
- Remove debris, excess materials, and hazards from job sites.
- Adhere to OSHA regulations and company safety policies.
- Report hazards or unsafe conditions to supervisors immediately.
- Assist in other construction tasks as directed by foremen or supervisors.
- Travel is expected with this position. Lodging, per diem and crew transportation provided.

Qualifications:

- High school diploma or GED equivalent preferred.
- Previous construction or experience, especially in asphalt paving, is a plus.
- Experience with hand tools and ability to read blueprints is a plus.
- Willingness to work in various outdoor conditions and travel to job sites as needed.
- Valid driver's license preferred.
- Reliable transportation required.

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, Life Insurance, and 401(k) with Company Match
- Paid Holidays and Paid Time Off/PTO Plan
- Short-Term and Long-Term Disability
- Employee Assistance Program (EAP)

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.