



Steinbrecher Companies, Inc is a family owned business operating out of the Elk River/Zimmerman area. We are currently looking for a dedicated, experienced operator that seeks

Full-Time, Long-Term employment to join our excavating crew. Job tasks include operating various equipment including excavators/backhoes, skid/track loaders, front end loaders, tractors, and rolloff trucks. May also include forklifts and other equipment as needed. Assist in coordinating and setting up jobs, work efficiently onsite, and direct onsite tasks or subs as instructed. Servicing and maintain equipment as directed.

**Immediate Benefits:** Include working locally, home every night, working outdoors, and working for a family owned business.

**Required Education:**

- **High School Diploma or Equivalent**

**Preferred Education:**

- Formal Training in Machine Operations from an accredited training facility
- OSHA Certification

**Experience:**

- **3+ years' Experience Operating Heavy Equipment**, such as excavator, dozer, skid loader, wheel loader, and rolloff/dump truck.

**Preferred Experience:**

- Septic Installation

**Required Certificates & Licenses:**

- **Class A Driver's License, Clean Driving Record & Current DOT Physical**

**Preferred Certificates & Licenses:**

- Pipe Layer Certificate
- SSTS Septic Licenses
- DOT Equipment Inspectors License

**Benefits:** included Health Insurance, Simple IRA, Annual Bonus, PTO, Paid Holidays, Phone & Boot Stipend. (Benefits become available at specific employment intervals.)

**Preferred Qualities:**

- Must be Hard Working
- Self-Motivated
- Looking to Grow with family owned company
- Must be Reliable and dependable

We look forward to the opportunity of discussing your career and development possibilities with you. Contact Kari at 763-274-0925 for more information. You can also print applications and full job descriptions online at [www.SteinbrecherCompanies.com](http://www.SteinbrecherCompanies.com)



## Experienced Heavy Equipment Operator- Laborer-Onsite Assistant

<b>FLSA Status:</b>	Non-Exempt	<b>Reports To:</b>	Shane Steinbrecher
<b>Work Schedule:</b>	Mon - Friday, w/ occasional weekends	<b>Amount of Travel Required:</b>	No travel required
<b>Job Status:</b>	Full Time	<b>Positions Supervised:</b>	None

### POSITION SUMMARY

Under general supervision, operates various equipment including tractors, excavators/backhoes, skid/track loaders, front end loaders, and rolloff trucks. May also include forklifts and other equipment as needed. Coordinate and setup jobs and direct onsite tasks as instructed. Servicing and maintain equipment as directed.

### ESSENTIAL FUNCTIONS

#### Reasonable Accommodations Statement

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

#### Essential Functions Statement(s)

- Be able to read specifications, such as blueprints, to determine construction requirements or to plan procedures.
- Move levers, depress foot pedals, and turn dials to operate power machinery such as front end loaders, backhoes, and skid loaders.
- Set up and inspect equipment prior to operation.
- Observe hand signals, grade stakes, and other markings when operating machines so that work can be performed to specifications.
- Be familiar with machine capabilities and limitations, be efficient and know safe digging procedures regarding utilities in a given application.
- Operate machinery as required to perform activities such as backfilling excavations, installing septs, etc.
- Operate various equipment for general site preparation, landscaping, snow removal, or other related assignments.
- Operate Rolloff/Dump truck as needed.
- Plan work assignments and equipment allocations to meet transportation and operation goals. Drive machines and haul equipment safely to and from work sites.
- Estimate material(s) or worker requirements to complete jobs.
- Perform manual labor to prepare or finish sites, such as shoveling materials by hand.
- Direct ground workers engaged in activities such as moving stakes or markers.
- Locate, measure, and mark site locations or placement of structures or equipment, using measuring and marking equipment.
- Assist in working with Subcontractors engaged in placing blocks, material, etc and outriggers in order to prevent capsizing of machines when lifting heavy loads.

- Provide assistance to workers engaged in construction or extraction activities, using hand tools or other equipment.
- Receive written or oral instructions regarding material movement or excavation.
- Move materials to and around a construction site.
- Adjust dig face angles for varying overburden depths and set lengths.
- Create and maintain inclines and ramps, etc.
- Demolish buildings using safe procedures as required by local, state and federal rules.
- Performs miscellaneous job-related duties as assigned.
- Enforce safety rules and regulations.
- Resolve worker problems or collaborate with employees to assist in problem resolution.
- Perform routine maintenance on vehicles and equipment such as checking oil, tires, etc.
- Grease, adjust, and repair machinery, and replace parts as needed or as directed.
- Maintain or verify records of time, materials, expenditures, or crew activities.
- Maintain all required records and documentation.
- Interpret transportation regulations, shipping orders, safety regulations, or company policies and procedures for workers.
- Examine and inspect work progress, equipment, and construction sites to verify safety and to ensure that specifications are met.
- Confer with managerial or technical personnel, other departments, or contractors to resolve problems or to coordinate activities.
- Record regular inventory and complete required paperwork.
- Record information such as production or operational data on specified forms or reports.
- Wash and keep equipment clean on a weekly basis.
- Stock supplies as needed in septic trailer on a regular basis.
- Shop duties include, but not limited to, annual DOT inspections on equipment; perform, all light and heavy maintenance on equipment; including tasks such as metal fabrication.
- Must wear Personal Protective Equipment (PPE) (Steel toes shoes with shank; reflective tape on clothing and hard hat at commercial job sites; hearing protection; and hard hat)

## **POSITION QUALIFICATIONS**

### **Competency Statement(s)**

- Accountability - Ability to accept responsibility and account for his/her actions.
- Assertiveness - Ability to act in a self-confident manner to facilitate completion of a work assignment or to defend a position or idea.
- Communication, Oral - Ability to communicate effectively with others using the spoken word
- Communication, Written - Ability to communicate in writing clearly and concisely.
- Business Acumen - Ability to grasp and understand business concepts and issues.
- Conflict Resolution - Ability to deal with others in an antagonistic situation.
- Customer Oriented - Ability to take care of the customers' needs while following company procedures.
- Decision Making - Ability to make critical decisions while following company procedures.
- Delegating Responsibility - Ability to allocate authority and/or task responsibility to appropriate people.
- Detail Oriented - Ability to pay attention to the minute details of a project or task.
- Judgment - The ability to formulate a sound decision using the available information.
- Motivation - Ability to inspire oneself and others to reach a goal and/or perform to the best of their ability.
- Persistence - Ability to complete tasks or continue in a course of action in spite of opposition or discouragement.

- Problem Solving - Ability to find a solution for or to deal proactively with work-related problems.
- Project Management - Ability to organize and direct a project to completion.
- Resource Management (People & Equipment) - Ability to obtain and appropriate the proper usage of equipment, facilities, materials, as well as personnel.
- Responsible - Ability to be held accountable or answerable for one's conduct.
- Risk Taker - Ability to take calculated risks or to stretch the limits of comfort zones.
- Safety Awareness - Ability to identify and correct conditions that affect employee and job site safety.
- Technical Aptitude - Ability to comprehend complex technical topics and specialized information.
- Time Management - Ability to be on time for work every day, and to utilize the available time to organize and complete work within given deadlines.
- Working Under Pressure - Ability to complete assigned tasks under stressful situations.

## **SKILLS & ABILITIES**

### **Education:**

- High School Graduate or General Education Degree (GED), required.
- Formal Training in Machine Operations from an accredited training facility is recommended but not required.
- Osha Certified is recommended, but not required.

### **Experience:**

- Three to four years' experience operating heavy equipment, such as Excavator, Dozer, Skid Loader, Wheel loader, Rolloff/Dump truck; and assisted in septic installations.

### **Required Certificates & Licenses**

- Class A License
- Current DOT physical

### **Recommended Certificates, & Licenses**

- Pipe Layer certification
- SSTS Installer Certification through the MPCA
- DOT inspectors License

### **Other Requirements**

- Knowledge of operating heavy equipment.
- Knowledge of loading and unloading procedures.
- Knowledge of excavation and site preparation.
- Ability to read blue prints, elevations and septic designs.
- Knowledge of sewer and water hook-up and septic installation.
- Driving record with no violations.
- Knowledge of Safety procedures for installing septic systems.
- Knowledge of safety procedures when working near utilities.
- Knowledge of light and heavy equipment operation and maintenance.
- Ability to use hand and power tools applicable to trade.
- Knowledge of basic vehicle inspection and maintenance including checking tire pressure, checking oil, etc.

### Conditions of Employment

- Must have a working cell phone
- Must have a clean driving record
- Must pass a pre-employment drug test

### PHYSICAL DEMANDS

#### Physical Demands

		Lift/Carry	
Stand	F (Frequently)	10 lbs or less	F (Frequently)
Walk	F (Frequently)	11-20 lbs	F (Frequently)
Sit	O (Occasionally)	21-50 lbs	N (Not Applicable)
Handling / Fingering	C (Constantly)	51-100 lbs	O (Occasionally)
Reach Outward	F (Frequently)	Over 100 lbs	O (Occasionally)
Reach Above Shoulder	F (Frequently)	<b>Push/Pull</b>	
Climb	O (Occasionally)	12 lbs or less	F (Frequently)
Crawl	F (Frequently)	13-25 lbs	F (Frequently)
Squat or Kneel	F (Frequently)	26-40 lbs	O (Occasionally)
Bend	F (Frequently)	41-100 lbs	O (Occasionally)

**N (Not Applicable)** Activity is not applicable to this occupation.

**O (Occasionally)** Occupation requires this activity up to 33% of the time (0 - 2.5+ hrs/day)

**F (Frequently)** Occupation requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)

**C (Constantly)** Occupation requires this activity more than 66% of the time (5.5+ hrs/day)

### WORK ENVIRONMENT

Outdoors, exposure to weather conditions such as hot (above 90 degrees F) and cold (below 32 degrees F), exposure to contaminants.

Employee Signature \_\_\_\_\_ Date: \_\_\_\_\_

Employer Signature \_\_\_\_\_ Date: \_\_\_\_\_

Shane M. Steinbrecher

The Company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the Company may deem appropriate.

**Application for Employment - Operators/Laborers/Drivers**

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Date of Birth: \_\_\_\_\_

Phone: \_\_\_\_\_

Do you have lawful proof you can work in the US? Yes/No

Have you ever worked under another name? Yes/No

If yes please list name: \_\_\_\_\_

Have you ever applied at Steinbrecher Companies, Inc before?

Yes/No Dates: \_\_\_\_\_ Position: \_\_\_\_\_

Have you ever been employed at Steinbrecher Companies, Inc before?

Yes/No Dates: \_\_\_\_\_ Position: \_\_\_\_\_

How did you hear about the open position?

\_\_\_\_\_

Do you have a valid Driver's License?

Yes/No

Class: \_\_\_\_\_

License # \_\_\_\_\_ State \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Please list other current licenses, certifications, and/or registrations. \_\_\_\_\_

Do you currently have a DOT Physical?

Yes/No

Expiration Date: \_\_\_\_\_

**Education History: Please check the levels completed**

- ☐ Elementary
- ☐ High School
- ☐ College/Tech School
- ☐ 1 year
  - ☐ 2 years
  - ☐ 3 years
  - ☐ 4 years

**List the Name of College or Vo. Tech Attended?**

\_\_\_\_\_  
\_\_\_\_\_

**List any Continuing Education classes you've taken?**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Degree Earned? \_\_\_\_\_

Are you currently enrolled in curricular programs?

Yes/No

When do you graduate? \_\_\_\_\_

Date you available to start: Full Time? \_\_\_\_\_ Part Time? \_\_\_\_\_

**Availability?**

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
FROM:							
TO:							

What is your desired starting pay? \$ \_\_\_\_\_/hr. Are you Available for Overtime? Yes/No

**Have you ever worked in the following positions?**

Driven truck,	Yes/No	Hauled aggregate	Yes/No
Delivered roll-offs	Yes/No	Hauled equipment	Yes/No
Loaded trucks	Yes/No	Work in Customer Service	Yes/No

**Have you worked in any of the following industries?**

Excavating	Yes/No	Rolloff/Dumpsters	Yes/No
Septic Systems	Yes/No	• Knowledge on how to set boxes onsite without damage to surface.	Yes/No
Snowplowing	Yes/No		
Demolition	Yes/No		
Worked directly with Customers	Yes/No	• Knowledge of DEMO/MSW materials	Yes/No

**Detail work done in the above industries (use additional sheet of paper if necessary.)** \_\_\_\_\_

**On a scale of 1-5 rate your onsite and operating knowledge of the following:**

	I have not operated this equipment				I have a lot of experience with this equipment
Read/understand Blue Prints	1	2	3	4	5
Understanding of Elevations/ Use of grade stick	1	2	3	4	5
Loading equipment on trailer	1	2	3	4	5
Excavator	1	2	3	4	5
Skid Loader	1	2	3	4	5
Front-End Loader	1	2	3	4	5
Dozer	1	2	3	4	5
Med-Heavy Duty Trucks (14,000lbs or bigger)	1	2	3	4	5
Roll-off Trucks	1	2	3	4	5

(Circle all that apply):

Cable Truck

Hook Truck

Automatic

Manual

**Have you ever performed maintenance/mechanical work on the following equipment?**

Pickup Trucks	Yes/No	Type of work done: _____
Diesel Engines	Yes/No	Type of work done: _____
Excavator	Yes/No	Type of work done: _____
Skid Loader	Yes/No	Type of work done: _____
Front-End Loader	Yes/No	Type of work done: _____
Dozer	Yes/No	Type of work done: _____

**Describe any special qualities and expand on above skills listed. Give us brief description about yourself.**  
(use additional sheet of paper if necessary.) \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Previous Employment:**

**1. Most Recent Previous/Current Employer:** \_\_\_\_\_

Start date: \_\_\_\_\_ End date: \_\_\_\_\_

Address: \_\_\_\_\_

Manager Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Are you on leave of absence or have you been laid off from this company? Yes/No

**Reason for leaving this position?** \_\_\_\_\_

**Can we contact this employer?** Yes/No If no, why? \_\_\_\_\_

**2. Previous Employer:** \_\_\_\_\_

Start date: \_\_\_\_\_ End date: \_\_\_\_\_

Address: \_\_\_\_\_

Manager Name: \_\_\_\_\_ Phone: \_\_\_\_\_

**Reason for leaving this position?** \_\_\_\_\_

**Can we contact this employer?** Yes/No If no, why? \_\_\_\_\_

**Are you eligible for recall to any other company?**

Yes/No



If Yes, what company? \_\_\_\_\_

**References:**

Please list two (2) references: they can be personal or work related, NO Relatives please.

1. Name: \_\_\_\_\_

Phone: \_\_\_\_\_

How long have you known them: \_\_\_\_\_

Relationship to reference: \_\_\_\_\_

2. Name: \_\_\_\_\_

Phone: \_\_\_\_\_

How long have you known them: \_\_\_\_\_

Relationship to reference: \_\_\_\_\_

**IN CASE OF AN EMERGENCY PLEASE NOTIFY:**

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Relationship to contact: \_\_\_\_\_

**APPLICANT'S CERTIFICATION AND AGREEMENT**

I HEREBY CERTIFY that my answers to the foregoing questions are true and complete and that I have not knowingly withheld any facts, circumstances or other information which would, if disclosed, affect my application. I further understand that any false or misleading statement or omission of pertinent information will result in the rejection of my application, or in dismissal if discovered, subsequent to my employment.

I HEREBY AFFIRM that by execution of the application, I acknowledge that the Company has disclosed to me that a DMV report and an Investigative Consumer Report; including but not limited to, information as to my character, general reputation, personal characteristics, and way of living; will be made. These will be required as a condition of employment. I, upon written request to the Company made within a reasonable time after the date of this application, may obtain a complete and accurate disclosure of the nature and scope of the investigation requested.

I HEREBY AUTHORIZE the Company to request, and I ALSO AUTHORIZE AND REQUEST each former employer, school attended, and each person, firm, or corporation given as references above, to furnish at any time, any information which may be sought concerning me and my work habits, character or skill, and any other data required, whether in connection with this application or for purposes of complying with surety company requirements or otherwise.

I HEREBY AFFIRM that by submitting this application I agree to submit to medical evaluations and/or examinations, including tests for the presence of illegal drugs or alcohol, prior to and during employment, within a time period prescribed by the Company and as often as directed during employment.

Signature \_\_\_\_\_

Date \_\_\_\_\_