



## **Heavy Equipment Operator Duties, Responsibilities and Pay Plan:**

*Exact duties AND JOB TITLE can depend on a heavy equipment operator's specialization. The specific responsibilities are as follows:*

- Operate heavy equipment in compliance with the company's operating safety policies and procedures.
- Provide recommendations for maintaining and improving environmental performance.
- Load and unloading of equipment from vehicles and trailers.
- Ensure company equipment, material, and the work site are maintained, kept clean, and stored in a safe manner. Collect and dispose of scrap, excess materials, and refuse.
- Observe distribution of paving material to adjust machine settings or material flow, and indicate low spots for workers to add material.
- Complete required paperwork, reporting, and other documentation.

## **Heavy Equipment Operator pay plan**

- \$22-30 hourly, depending on skill set
- Holiday pay
- 2 weeks paid vacation, if it is not used within the year, you will be paid for it at the end of the year. You will not lose vacation time.
- Select Health insurance, dental, ND will pay up to 100% of the premium on the employee and you can add family members to the plan at your expense.
- Saturdays off
- \$2500 sign on bonus, to be paid after 30 days of employment
- Nielson Development will company match up to 5% of your pay towards 401k
- Christmas bonus

## **Heavy Equipment Operator Skills & Competencies**

*In addition to formal training other required skills are necessary for this position.*

- Hand and foot coordination: You must coordinate movements of your hands and feet in order to guide very large machinery in tight places.
- Operation Monitoring: You'll have to read gauges, dials, and other indicators, and adjust them as necessary.
- Interpersonal skills and teamwork: You must be able to coordinate your actions with those of other workers on busy construction sites.
- Troubleshooting: Anyone operating heavy equipment should be able to detect and fix operating problems.
- Maintenance: You will be responsible for maintaining the machine you operate and report any damage or irregularity with your supervisor.
- Critical thinking: Your job will require that you identify the strengths and weaknesses of solutions to problems in order to choose the one that is most likely to be successful and cost-effective.
- Knowledge of scope of work, road development, installation of underground pipe, sewer, power, water, cable, internet etc. city connections to public streets.

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EMPLOYEE NAME, Machine Equipment Operator

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Scott T. Nielson, President, Nielson Development Corp.