

JOB DESCRIPTION



Job Title:	Laborer	Reports to:	Foreman or Field Superintendent
Status:	Temporary/Seasonal	FLSA:	Non-Exempt
Department:	Construction	Location:	IRHA Admin Office and Remote/Rural Project Sites
Schedule:	Monday through Friday (Days and hours may vary based on project schedules, locations and workload)	Hours:	8 AM to 5:00 PM Hours may vary based on project schedules.
EEO-1:	Laborers and Helpers	SOC Code:	47-2061
Approved By:		Date:	

Job Summary: Responsible for performing entry level tasks involving physical labor under the direction of site foreman.

Essential Functions:

- Perform day-to-day laborer activities in the construction and maintenance of IRHA structures and facilities.
- Clean and prepare construction sites to eliminate possible hazards, keep job sites free and clear of rubble and debris.
- Assist with construction demolition.
- Assist with repairs, restores and installs on structures such as floors, doors, walls, windows, stairways, decks and roofs.
- Operates and performs preventative maintenance on hand power tools.
- Assist carpenter with retrieving tools and equipment to perform job.
- Install hardware such as locks, hinges, knobs, and closures.
- Read and interpret plans, instructions, and specifications to determine work activities.
- Control traffic passing near, in, and around work zones as needed.
- Signal equipment operators to facilitate alignment, movement, and adjustment of machinery, equipment, and materials.
- Dig ditches or trenches, compact and level earth to grade specifications, using picks, shovels, and rakes.
- Measure, mark, and record openings and distances to lay out areas where construction work will be performed.
- Load, unload, and identify building materials, machinery, and tools, and other temporary structures.
- Erect and disassemble scaffolding, shoring, braces, ramps and other temporary structures.
- Assist in labor duties for other trades.
- Perform all other duties assigned.

Supervisory Responsibilities:

None

Qualifications: To perform this job successfully, an individual must be able to perform each essential function and preferably can also perform other tasks satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions if such accommodations do not cause undue hardship to the organization.

Education and/or Experience:

Minimum: No experience required, entry level

Preferred: Two or more years' experience working in construction.

Skills, Knowledge and Abilities:

- Knowledge of and ability to use basic carpentry equipment, machines, tools, methods and materials.
- Ability to perform a variety of tasks involving strenuous manual labor.
- Ability to see and record written information and maintain required record keeping.
- Ability to effectively understand and communicate verbally with others.
- Ability to understand and follow written and verbal instructions.
- Ability to work independently with little supervision.
- Ability to ensure that proper safety and incident reporting procedures are followed.
- Ability to meet project schedule with dependability and consistency.
- Ability to wear protective clothing.
- Ability to work long days/hours and in inclement weather conditions.
- Ability and willingness to travel extensively to remote areas, including extended and overnight travel, in performing functions of this position regardless of the time of year.

Physical Requirements:

An individual will be required to work the majority of hours in uncontrolled environment, and will need to be able to quickly respond to a change in work demands. This position requires the ability to maneuver up to 100lbs, climb on and off equipment and construction structures as well as stand, walk, operate tools and equipment for long periods of time. [Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions].

Working Conditions

The majority of the work is performed outdoors in inclement weather conditions for extended periods of times.

REASONABLE ACCOMODATION: It is IRHA's business philosophy and practice to provide reasonable accommodations, according to applicable state and federal laws, to all qualified individuals with physical or mental disabilities.

This job description is not an employment agreement or contract. Management has the exclusive right to alter the scope of work within the framework of this job description at any time without prior notice.