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| **JOB DESCRIPTION** |
| **DATE:**  |
| COMPANY: |  | JOB TITLE: | CONSTRUCTION LABOURER |
| DEPARTMENT: |  | CURRENT INCUMBENT: |  |
| DIRECT SUBORDINATES: |  | INDIRECT SUBORDINATES: |  |
| BRIEF DESCRIPTION: | The position of construction labourer consists of performing tasks involving physical labour at building, highway, and heavy construction projects, tunnel and shaft excavations, and demolition sites. It also consists of operating hand and power tools of all types, cleaning and preparing sites, digging trenches, setting braces to support the sides of excavations, erecting scaffolding, cleaning up rubble and debris, and removing asbestos, lead, and other hazardous waste materials. |
| QUALIFICATIONS & REQUIREMENTS: | * High school diploma or equivalent;
* Ability to adjust actions *in re*lation to others' actions, to give full attention to what other people are saying, and to logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
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| COMPETENCIES: | * Attention to Detail — Job requires being careful about detail and thorough in completing work tasks.
* Dependability — Job requires being reliable, responsible, and dependable, and fulfilling obligations.
* Self Control — Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behaviour, even in very difficult situations.
* Cooperation — Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
* Stress Tolerance — Job requires accepting criticism and dealing calmly and effectively with high-stress situations.
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| TASKS: | * Clean or prepare construction sites to eliminate possible hazards;
* Control traffic passing near, in, or around work zones;
* Dig ditches or trenches, backfill excavations, or compact and level earth to grade specifications, using picks, shovels, pneumatic tampers, or rakes;
* Erect or dismantle scaffolding, shoring, braces, traffic barricades, ramps, or other temporary structures;
* Load, unload, or identify building materials, machinery, or tools, distributing them to the appropriate locations, according to project plans or specifications;
* Measure, mark, or record openings or distances to layout areas where construction work will be performed;
* Position or dismantle forms for pouring concrete, using saws, hammers, nails, or bolts;
* Position, join, align, or seal structural components, such as concrete wall sections or pipes;
* Read plans, instructions, or specifications to determine work activities;
* Signal equipment operators to facilitate alignment, movement, or adjustment of machinery, equipment, or materials.
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| LINES OF COMMUNICATION: | Specify |
| WORKING CONDITIONS: |  Indicate whether the position is half time or full time. List any unique working conditions such as hours etc. |
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| SIGNATORIES: |  |
|  | NAME: | DATE: | SIGNATURE: |
| INCUMBENT: |  |  |  |
| LINE MANAGER: |  |  |  |
| HR MANAGER: |  |  |  |