



Mill / Pave Foreman

POSITION SUMMARY:

We are seeking an experienced and motivated Mill & Pave Foreman to lead asphalt milling and paving crews on roadway and commercial projects. This position is responsible for overseeing daily field operations, maintaining productivity and quality standards, and ensuring all work is performed safely, efficiently, and according to project specifications.

ESSENTIAL JOB FUNCTIONS:

- Lead and supervise mill and pave crews on active job sites
- Plan and coordinate daily work activities to meet production goals
- Ensure proper setup, execution, and cleanup of milling and paving operations
- Read and interpret project plans, grades, and specifications
- Communicate clearly with project managers, superintendents, truck drivers, and subcontractors
- Enforce all safety policies and always maintain a safe job site
- Monitor workmanship, asphalt quality, and final surface finish
- Operate equipment as needed (paver, roller, skid steer, milling machine support)
- Track crew productivity, materials, and job progress
- Train, mentor, and develop crew members

SKILLS, KNOWLEDGE, QUALIFICATIONS & EXPERIENCE:

- 3+ years of asphalt milling and paving experience
- Previous foreman or crew-lead experience preferred
- Strong understanding of paving procedures, compaction, grades, and layouts
- Ability to lead by example in fast-paced field environments
- Strong communication and problem-solving skills
- Knowledge of OSHA safety standards
- Valid driver's license required
- CDL Required

EMPLOYEE BENEFITS:

- Comprehensive Medical, Dental & Vision
- Life Insurance
- Paid Time Off
- Paid Holidays
- Voluntary Long- and Short-Term Disability
- Voluntary Supplemental Life
- 401K with Discretionary Employer Match
- Aflac Supplemental Plans
- Flexible Spending Accounts
- Employee Assistance Program
- Discounts on Auto & Homeowner's Insurance through New Jersey Manufacturers

All positions within The Earle Companies have potential for advancement through our fully structured Career Development Program. We place a very strong emphasis on identifying High Profile Employees to help them advance up their career ladders. Those who possess the drive to succeed will be given the necessary tools for education and advancement.

