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**TITLE:** Laborer

**Reports to:** General Superintendent and Superintendent

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### **Position Summary**

The Laborer is responsible for assisting the jobsite Superintendent with the workmanship, cleanliness, and safety at CBI jobsites to maximize the efficiency of our projects. Laborers are willing to follow directions, possess clear communication skills, and are eager to learn and improve.

### **Essential Duties and Responsibilities**

#### **Jobsite Operations and Quality Control:**

- Operate a variety of hand and power tools, heavy machinery, and construction vehicles
- Perform setup and cleanup tasks at jobsite as needed, including demolition and properly disposing of debris and waste materials
- Load and unload construction supplies from trucks
- Transport materials to and from construction areas
- Dig pits, trenches, and foundations in preparation for site construction; back-fill trenches and pits as needed
- Provide labor support for specialty crews as needed
- Follow all safety procedures and report violations to management immediately
- Be willing and able to climb to heights as needed and conduct all work with proper safety restraints
- Direct traffic when necessary to ensure safety of pedestrians, motorists, and work crews
- Secure the jobsite on a daily basis
- Meet and exceed expectations of project schedule for timeliness of tasks

#### **Safety:**

- Wear PPE at all times in accordance with company policy
- Assist in managing the overall site safety program as required at the jobsite and in ensuring subcontractor compliance with CBI standards and all applicable safety codes and regulations
- Follow the consistent practice of Cody|Brock's Safety Culture as part of the daily operating procedures
- Maintain current and valid certifications
- Maintain a safe and clean jobsite by handling and storing materials properly, picking up all tools and equipment when not in use, and storing tools and equipment properly
- Ensure that public safety is always maintained

#### **Leadership and Communication:**

- Manage conflict effectively, determining the cause of issues and providing prompt solutions
- Effectively communicate with project superintendent, project manager, and/or project team for priority and completion of project tasks
- Effectively communicate means and methods of job tasks prior to execution
- Communicate with General Superintendent, Superintendent, and/or manpower coordinator for material needs
- Maintain accurate time-tracking records



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## Competencies

To perform the job successfully, an individual should demonstrate the following competencies, as well as the competencies required of all Cody|Brock employees:

### Competencies required of this position:

- **Strong Work Ethic:** Be willing to do whatever it takes to do your job to the best of your ability. Ask for guidance when necessary. Work on improving own areas of weakness.
- **Detail-oriented:** Pay attention to project details to make sure that you do not overlook any critical, time-sensitive, or project-specific information.
- **Problem-solving:** Identify and resolve problems in a timely manner.
- **Quality Management:** Explore ways to improve and promote quality in the field. Be accurate and thorough. Maintain compliance with legal and regulatory requirements.
- **Integrity:** Share complete and accurate information. Maintain confidentiality. Adhere to organizational policies and procedures.
- **Safety and Security:** Ensure you are following all safety protocols.
- **Stress Tolerance:** Display emotional resilience and the ability to withstand pressure on an on-going basis. Deal with difficult situations while maintaining performance. Seek support from others when necessary.

### Required of all Cody|Brock employees:

- **Communication:** Speak clearly and persuasively in positive or negative situations.
- **Adaptability:** Adapt to changing work environments, work priorities, and organizational needs. Effectively deal with change and work well with a diverse workforce.
- **Teamwork/Collaboration:** Interact with people effectively. Be able and willing to share and receive information. Cooperate within the group and across groups. Support team decisions. Work positively with others, maximizing individual strengths to create a more impactful and successful whole. Put team goals ahead of own goals.
- **Motivation:** Display energy and enthusiasm in performing all aspects of the position. Commit to putting in extra effort as needed to achieve team and company goals. Maintain a high level of productivity, along with a willingness to do whatever task is necessary to accomplish goals.
- **Judgment:** Display willingness to make decisions, exhibit sound and accurate judgment, and make timely decisions.