



**TOHONO O'ODHAM NATION
TRIBAL EMPLOYMENT RIGHTS OFFICE**
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ATTENTION TOHONO O'ODHAM NATION TERO CLIENTS

Positions Available

2- WATER TRUCK OPERATOR - \$18.00HR/PT

3- GENERAL LABOR -\$16.00 HR/PT

4- PIPE LAYERS-\$16.50 HR/PT

2- LOADER OPERATOR-\$20.00 HR/PT

5- HEAVY EQUIPMENT OPERATOR- \$24.67 HR/PT

field tests will be conducted on-site.

SEE ATTACHED JOB DESCRIPTION FOR MORE DETAILS

Applicants must have a vehicle and valid driver's license. Labor to operator apprenticeship is available after three consecutive months of attendance.

Estimated 1 ½ YEAR project/position, hours will vary and work schedule will be based on scheduling. Davis Bacosh Wage Scale

START DATE: ASAP

Company: Dominguez Earthmovers, Inc.

Project Title/Location: - San Xavier District-Tohono O'odham Nation/ San Xavier
TOKA 1051-T8-25

CLOSING DATE: JANUARY 08 2026 @ 4PM

INTERVIEW DATE: TBD via GoTo (virtual)



Equipment Operator - Job Description

| | |
|---|------------------------------------|
| Department: | Underground, Base and Paving Crews |
| Reports to: | Foreman |
| Direct Supervisory Responsibility: | No |
| Pay Rate: | \$24.67 |
| Duration: | TBD |

Functional Summary

Reporting to the Foreman, the Equipment Operator is responsible for the safe and efficient operation of multiple pieces of construction equipment. The Equipment Operator is proficient in the use of a diverse range of construction equipment, including, Excavators, Loaders, Dozers, Rollers, Graders, Pavers, Skid Steers and other pieces of equipment.

Key Responsibilities:

The responsibilities of the Equipment Operator include, but are not limited to:

Equipment Operation

- Capable of operating multiple pieces of construction equipment used in underground construction, base preparation and construction, and paving.
- Operate all heavy equipment in a safe and appropriate manner.
- Perform daily maintenance and safety checks of equipment.
- Conduct pre-operational checks on equipment, and clean, lubricate and refill the equipment as necessary.
- Maneuver heavy equipment into loading or unloading positions, following signals from loading crew as needed; check that the vehicle position is correct and any special loading equipment is properly positioned.
- Ensure a sound understanding of the issues involving ground disturbance.
- Use various pieces of equipment to perform fine grading and finishing, sloping and banking, backfilling, demolition, ditching, loading, excavating and stockpiling.
- Operate equipment on public roadways, maintaining proper awareness of ones surroundings.
- Perform routine cleaning and maintenance to ensure smooth operation of the equipment.
- Train new employees in the safe and efficient operation of construction equipment.
- Other construction related duties as required.
- Must ensure a solid understanding of, and comply with the principles of the company's Code of Ethics.
- Must examine situations in light of the principles of the Code of Ethics.

Safety

- Promote, execute and adhere to the company's safety program, and encourage all employees, sub-contractors and consultants to adopt safety as a culture.
- Attend daily and weekly safety meetings and inspections.

- Work with Safety Department to investigate damage, incidents or near misses in the worksite, and ensure proper procedures are carried out according to the Company's Safety Program.
- Work in a safe, responsible manner to not intentionally or unintentionally injure oneself, or endanger the wellbeing of others.

Teamwork

- Participate as a vital team member, and contribute towards the success of the organization, which may involve the provision of other technical and administrative support, as required.
- Promote a team approach and maintain dialogue with all employees to exchange information and gather ideas.
- Collaborate with any project teams on other special initiatives, as required.

Qualifications

Education, Training and Certifications

- High School Diploma or G.E.D. preferred
- Class 5 Drivers License

Work Experience

- Minimum 3 to 5 years' experience within the road construction industry
- 2 to 3 years' experience operating a diverse range of construction equipment is required.

Technical Knowledge

- Knowledge of heavy equipment operation.
- Knowledge road construction materials, road construction processes and industry requirements.
- Understanding of computerized controls and electronics.

Transferable Skills

- | | |
|--|--|
| <ul style="list-style-type: none"> • Interpersonal skills • Time Management • Heavy Equipment Operation | <ul style="list-style-type: none"> • Communication skills • Confidence |
|--|--|

Abilities

- | | |
|--|---|
| <ul style="list-style-type: none"> • Demonstrate professionalism • Have a sense of urgency to meet deadlines • Multi-task and set priorities effectively • Excellent hand, eye and foot coordination | <ul style="list-style-type: none"> • Accomplish goals in a team environment • Attention to detail • Excellent sense of balance • Possess a positive "can do" attitude |
|--|---|

Working Conditions

- Out of town travel is required.
- Overtime as required.
- Work is performed in an outdoor setting, which could include inclement weather, heat and humidity, and exposure to dust and asphalt.
- Must be physically able to repetitively lift and carry at least 50 LBS on a regular basis.
- Use of Personal Protection Equipment is required.
- Use of sunscreen, long sleeves, and appropriate headgear is recommended.
- Must comply with the company's drug and alcohol testing requirements.

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required. Personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.



General Labourer - Job Description

| | |
|---|---------------------------|
| Department: | Base, Paving, Underground |
| Reports to: | Foreman |
| Direct Supervisory Responsibility: | No |
| Pay Rate: | \$16.00 |
| Duration: | TBD |

Functional Summary

Reporting to the Foreman, the Labourer is responsible for providing a physical labour support during all phases of construction and production. The Labourer provides a broad range of support in areas, such as, hand work, moving materials, clearing terrain, site preparation, shoveling and basic equipment operation.

Key Responsibilities:

The responsibilities of the Labourer include, but are not limited to:

General Labour

- Load, unload and move construction materials around the worksite.
- Manually remove large rocks and debris turned up by graders and other heavy equipment, ensuring all revealed rocks and debris are clear before equipment makes further passes.
- Execute traffic control plans by placing, removing, covering and uncovering traffic control signs, cones, barricades and other traffic control devices. Direct traffic when necessary.
- Signal operators of construction equipment to facilitate alignment and movement of materials.
- Assist in the installation of culverts to drain water and/or use a generator and pump to remove rain water from ditches on the construction site.
- Using a rake or shovel, spread gravel and other construction materials over road surfaces, building or decreasing slopes or leveling asphalt to fine grade specifications.
- Shoveling test holes by locating markers/flags and quarantine any exposed pipes. Mark test holes with stakes, paint or ribbon.
- Ensure worksite is organized and free of clutter, rubble and garbage.
- Shovel asphalt mix into areas inaccessible to paving machines, and compact mix using rakes and hand tampers
- Operate equipment, such as pneumatic hammers, vibrators, tampers, and skid steer when needed.
- Other General Labour and construction related duties as required.
- Must ensure a solid understanding of, and comply with the principles of the company's Code of Ethics.
- Must examine situations in light of the principles of the Code of Ethics.

Safety

- Promote, execute and adhere to the company's safety program, and encourage all employees, sub-contractors and consultants to adopt safety as a culture.
- Attend daily and weekly safety meetings and inspections.

- Work with Safety Department to investigate damage, incidents or near misses in the worksite, and ensure proper procedures are carried out according to the Company's Safety Program.
- Work in a safe, responsible manner to not intentionally or unintentionally injure oneself, or endanger the wellbeing of others.

Teamwork

- Participate as a vital team member, and contribute towards the success of the organization, which may involve the provision of other technical and administrative support, as required.
- Promote a team approach and maintain dialogue with all employees to exchange information and gather ideas.
- Collaborate with any project teams on other special initiatives, as required.

Qualifications

Education, Training and Certifications

- High School Diploma or G.E.D. preferred
- Class 5 Drivers License, or equivalent, preferred

Work Experience

- Entry level position

Technical Knowledge

- Basic knowledge road construction materials and tools.

Transferable Skills

- | | |
|------------------------|-----------------------------|
| • Interpersonal skills | • Communication skills |
| • Time Management | • Basic mathematical skills |

Abilities

- | | |
|---|---|
| • Demonstrate professionalism | • Accomplish goals in a team environment |
| • Have a sense of urgency to meet deadlines | • Attention to detail |
| • Accountability and dependability | • Excellent sense of balance. |
| • Excellent hand, eye and foot coordination | • High energy, and ability to manage stress |

Working Conditions

- Out of town travel is required.
- Overtime as required.
- Work is performed in an outdoor setting, which could include inclement weather, heat and humidity, and exposure to dust and asphalt.
- Must be physically able to repetitively lift and carry at least 50 LBS on a regular basis.
- Use of Personal Protection Equipment is required.
- Use of sunscreen, long sleeves, and appropriate headgear is recommended.
- Must comply with the company's drug and alcohol testing requirements.

Disclaimer

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Loader Operator - Job Description

| | |
|---|---------|
| Department: | Various |
| Reports to: | Foreman |
| Direct Supervisory Responsibility: | No |
| Pay Rate: | \$20.00 |
| Duration: | TBD |

Functional Summary

Reporting to the Foreman, the Loader Operator is responsible for the safe and efficient operation of the Loader. This position operates loaders equipped with front-mounted hydraulically powered bucket or scoop which is used to transport aggregate or other materials, feed hoppers or chutes, and/or stock pile aggregates.

Key Responsibilities:

The responsibilities of the Loader Operator include, but are not limited to:

Equipment Operation

- Operate the Loader and other heavy equipment in a safe and appropriate manner.
- Perform daily maintenance and safety checks of equipment.
- Understand and follow directions from supervisors as to required work area.
- Operate Loader controls to lower and tilt bucket and drive forward to force bucket into bulk material; Move lever to raise and tilt bucket when filled, or to dump material.
- Ensure a sound understanding of the issues involving ground disturbance.
- Operate Loader on public or private roadways, maintaining proper awareness of ones surroundings.
- Perform routine cleaning and maintenance to ensure smooth operation of the Loader.
- Train new employees in the safe and efficient operation of the Loader.
- Operate other heavy equipment and other construction related duties as required.
- Must ensure a solid understanding of, and comply with the principles of the company's Code of Ethics.
- Must examine situations in light of the principles of the Code of Ethics.

Safety

- Promote, execute and adhere to the company's safety program, and encourage all employees, sub-contractors and consultants to adopt safety as a culture.
- Attend daily and weekly safety meetings and inspections.
- Work with Safety Department to investigate damage, incidents or near misses in the worksite, and ensure proper procedures are carried out according to the Company's Safety Program.
- Work in a safe, responsible manner to not intentionally or unintentionally injure oneself, or endanger the wellbeing of others.

Teamwork

- Participate as a vital team member, and contribute towards the success of the organization, which may involve the provision of other technical and administrative support, as required.

- Promote a team approach and maintain dialogue with all employees to exchange information and gather ideas.
- Collaborate with any project teams on other special initiatives, as required.

Qualifications

Education, Training and Certifications

- High School Diploma or G.E.D. preferred
- Class 5 Drivers License

Work Experience

- Minimum 2 to 3 years' experience within the road construction industry
- 1 to 2 years' experience operating a Loader is required.

Technical Knowledge

- Knowledge of Loader and other heavy equipment.
- Knowledge road construction materials, road construction processes and industry requirements.
- Understanding of computerized controls and electronics.

Transferable Skills

- | | |
|-----------------------------|------------------------|
| • Interpersonal skills | • Communication skills |
| • Time Management | • Confidence |
| • Heavy Equipment Operation | |

Abilities

- | | |
|---|--|
| • Demonstrate professionalism | • Accomplish goals in a team environment |
| • Have a sense of urgency to meet deadlines | • Attention to detail |
| • Multi-task and set priorities effectively | • Excellent sense of balance |
| • Excellent hand, eye and foot coordination | • Possess a positive "can do" attitude |

Working Conditions

- Depending on location, out of town travel may be required.
- Overtime as required.
- Work is performed in an outdoor setting, which could include inclement weather, heat and humidity, and exposure to dust and asphalt.
- Must be physically able to repetitively lift and carry at least 50 LBS on a regular basis.
- Use of Personal Protection Equipment is required.
- Use of sunscreen, long sleeves, and appropriate headgear is recommended.
- Must comply with the company's drug and alcohol testing requirements.

Disclaimer

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Pipelayer - Job Description

| | |
|---|-------------|
| Department: | Underground |
| Reports to: | Foreman |
| Direct Supervisory Responsibility: | No |
| Pay Rate: | \$16.50 |
| Duration: | TBD |

Functional Summary

Reporting to the Foreman, the Pipe Layer is responsible for preparing and installing underground pipelines in preparation for road construction.

Key Responsibilities:

The responsibilities of the Pipe Layer include, but are not limited to:

General

- Install sanitary and storm water sewer structures and pipe systems
- Lay out pipe routes, following specifications or blueprints, and coordinating layouts with supervisor
- Cut pipes to required lengths
- Assist in aligning pipes during pipeline construction
- Align and position pipes to prepare them for welding or sealing
- Check slopes for conformance to requirements, using levels or lasers
- Connect pipe pieces and seal joints, using welding equipment, cement, or glue
- Tap and drill holes into pipes to introduce auxiliary lines or devices
- Cover pipes with earth or other materials
- Grade and level trench bases, using tamping machines and hand tools
- Train others in pipe-laying techniques
- Other General Labour and construction related duties as required
- Must ensure a solid understanding of, and comply with the principles of the company's Code of Ethics.
- Must examine situations in light of the principles of the Code of Ethics.

Safety

- Promote, execute and adhere to the company's safety program, and encourage all employees, sub-contractors and consultants to adopt safety as a culture.
- Attend daily and weekly safety meetings and inspections.
- Work with Safety Department to investigate damage, incidents or near misses in the worksite, and ensure proper procedures are carried out according to the Company's Safety Program.
- Work in a safe, responsible manner to not intentionally or unintentionally injure oneself, or endanger the wellbeing of others.

Teamwork

- Participate as a vital team member, and contribute towards the success of the organization, which may involve the provision of other technical and administrative support, as required.
- Promote a team approach and maintain dialogue with all employees to exchange information and gather ideas.
- Collaborate with any project teams on other special initiatives, as required.

Qualifications

Education, Training and Certifications

- High School Diploma or G.E.D. preferred
- Class 5 Drivers License, or equivalent, preferred

Work Experience

- 3-5 years' experience in underground pipe laying
- 2-4 years' experience in road construction preferred

Technical Knowledge

- Knowledge of pipe laying techniques.

Transferable Skills

- | | |
|------------------------|-----------------------------|
| • Interpersonal skills | • Communication skills |
| • Time Management | • Basic mathematical skills |

Abilities

- | | |
|---|---|
| • Demonstrate professionalism | • Accomplish goals in a team environment |
| • Have a sense of urgency to meet deadlines | • Attention to detail |
| • Accountability and dependability | • Excellent sense of balance. |
| • Excellent hand, eye and for coordination | • High energy, and ability to manage stress |

Working Conditions

- Out of town travel is required.
- Overtime as required.
- Work is performed in an outdoor setting, which could include inclement weather, heat and humidity, and exposure to dust and asphalt.
- Must be physically able to repetitively lift and carry at least 50 LBS on a regular basis.
- Use of Personal Protection Equipment is required.
- Use of sunscreen, long sleeves, and appropriate headgear is recommended.
- Must comply with the company's drug and alcohol testing requirements.

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Water Truck Operator - Job Description

| | |
|---|-----------|
| Department: | Base Crew |
| Reports to: | Foreman |
| Direct Supervisory Responsibility: | No |
| Pay Rate: | \$18.00 |
| Duration: | TBD |

Functional Summary

Reporting to the Foreman, the Water Truck Operator is responsible for the safe and efficient operation of the water truck, with the goal of keeping gravel/ clay road surfaces at optimum moisture content.

Key Responsibilities:

The responsibilities of the Water Truck Operator include, but are not limited to:

Equipment Operation

- Operate the Water Truck and other equipment in a safe and appropriate manner.
- Perform daily maintenance and safety checks of equipment.
- Proper machine start-up, operation, and shutdown knowledge
- Operate the Water Truck safely and efficiently
- Understand and follow directions from supervisors as to required work area
- Fill truck tank with water
- Spray water in designated areas
- Monitor vehicle performance, fluid levels, and mechanical fitness
- Train new employees in the safe and efficient operation of the Water Truck.
- Operate other heavy equipment and other construction related duties as required.
- Must ensure a solid understanding of, and comply with the principles of the company's Code of Ethics.
- Must examine situations in light of the principles of the Code of Ethics.

Safety

- Promote, execute and adhere to the company's safety program, and encourage all employees, sub-contractors and consultants to adopt safety as a culture.
- Attend daily and weekly safety meetings and inspections.
- Work with Safety Department to investigate damage, incidents or near misses in the worksite, and ensure proper procedures are carried out according to the Company's Safety Program.
- Work in a safe, responsible manner to not intentionally or unintentionally injure oneself, or endanger the wellbeing of others.

Teamwork

- Participate as a vital team member, and contribute towards the success of the organization, which may involve the provision of other technical and administrative support, as required.
- Promote a team approach and maintain dialogue with all employees to exchange information and gather ideas.
- Collaborate with any project teams on other special initiatives, as required.

Qualifications

Education, Training and Certifications

- High-School Diploma or G.E.D. preferred
- Class 3 OR Class 5 driver's license with air endorsement

Work Experience

- Minimum 5 to 7 years' experience within the road construction industry
- 3 to 5 years' experience operating Water Truck is required.

Technical Knowledge

- Knowledge of Water Truck and other road construction equipment.
- Knowledge road construction materials, road construction processes and industry requirements.
- Understanding of equipment controls and electronics.

Transferable Skills

- Interpersonal skills
- Time Management
- Heavy Equipment Operation
- Communication skills
- Confidence

Abilities

- Demonstrate professionalism
- Have a sense of urgency to meet deadlines
- Multi-task and set priorities effectively
- Excellent hand, eye and foot coordination
- Accomplish goals in a team environment
- Attention to detail
- Excellent sense of balance
- Possess a positive "can do" attitude

Working Conditions

- Out of town travel is required.
- Overtime as required.
- Work is performed in an outdoor setting, which could include inclement weather, heat and humidity, and exposure to dust and asphalt.
- Must be physically able to repetitively lift and carry at least 50 LBS on a regular basis.
- Use of Personal Protection Equipment is required.
- Use of sunscreen, long sleeves, and appropriate headgear is recommended.
- Must comply with the company's drug and alcohol testing requirements.

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DOMINGUEZ
EARTH MOVERS
N.A.U.C. BOC 222999 • BONDED — INSURED SINCE 1981

accounts@dominguezearthmovers.com

OFFICE: 520.625.4537

Employment Application

Applicant Information

Full Name: _____ Date: _____
Last _____ First _____ M.I. _____

Address: _____
Street Address _____ Apartment/Unit # _____

City _____ State _____ ZIP Code _____

Phone: _____ Email: _____

Date Available: _____ Social Security No.: _____ Desired Salary: \$ _____

Position Applied for: _____

Are you 18 years of age or older? YES NO

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Is your Driver License currently valid? YES NO State: _____ Class: _____ Number: _____ Expires: _____

Has your Driver License ever been revoked or suspended? YES NO

If yes, please explain:

Have you ever been convicted of a felony? YES NO

If yes, explain:

NOTE: A conviction will not necessarily disqualify you from employment.

Experience

Do you have experience operating heavy equipment?

YES NO

If yes, please list equipment with months/year's operating each.

Certification

Do you have any
certifications
that pertain to this job?

YES NO

If yes, please list below.

Do you have any OSHA
certifications?

YES NO

If yes, please list below.

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Previous Employment

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

References

Please list three professional references.

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Military Service

Branch: _____ From: _____ To: _____
Rank at Discharge: _____ Type of Discharge: _____
If other than honorable, explain: _____

Disclaimer and Signature

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

I hereby authorize Dominguez Earthmovers, Inc. to contact my references, as well as current and previous employers, to obtain information on my work history and qualifications for employment.

Signature: _____ Date: _____