



**TOHONO O'ODHAM NATION
TRIBAL EMPLOYMENT RIGHTS OFFICE**
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Attention Tohono O'odham TERO Clients **Job Opportunities**

2-General Laborers \$27.91 (\$22.97 Rate + \$4.94 Fringe)

1-Grade Setter Laborer \$39.17 (\$29.91 Rate + 9.26 Fringe)

2-Traffic Control Laborers \$27.91 (\$22.97 Rate + \$4.94 Fringe)

1-Motor Grader \$35.94 (\$30.13 Rate + \$5.81 Fringe)

1-Roller Operator \$34.06 (\$26.88 Rate + \$7.18 Fringe)

1-Paving Operator \$31.47 Rate

1- Water Truck Driver \$34.33 (\$24.90 Rate + \$9.43 Fringe)

Please see job description attachments

**** The job description for the Grading Laborer is the same for General Laborer ****

Pre Employment Drug Screening & Background Check Required

**Schedule M-F Start Time: 6:00AM-6:00PM Start Date: ASAP
(All are Subject to change)**

Duration: 2 Months (Subject to change)

Contractor: Cactus Asphalt

Location: Nolic & Cababi Communities; Indian Route 30

CLOSING DATE: TUESDAY, AUGUST 11, 2026 at 12:30PM

INTERVIEW DATE: TBD- Virtual

Job Description: Grading Laborer

Position Summary

The Grading Laborer supports grading and site preparation activities for pavement preservation and construction projects. This position performs general labor duties, assists equipment operators, and helps maintain a safe and productive work environment.

Essential Duties and Responsibilities

- Assist with grading, site preparation, and cleanup activities.
- Use hand tools such as shovels, rakes, and brooms to prepare work areas.
- Support equipment operators by directing traffic, spotting equipment, and performing general labor tasks.
- Load, unload, and move materials, tools, and equipment as needed.
- Help maintain a clean and organized job site.
- Follow all company safety policies and procedures.
- Perform other duties as assigned.

Qualifications

- Construction or outdoor labor experience preferred but not required.
- Ability to perform physically demanding work, including lifting up to 50 pounds, bending, standing, and walking for extended periods.
- Ability to work outdoors in varying weather conditions.
- Reliable transportation to and from work.
- Ability to work well as part of a team.

Work Environment

- Outdoor construction job sites.
- Exposure to dust, noise, traffic, and changing weather conditions.
- Overtime, weekends, and travel may be required based on project needs.

Position: Traffic Control Flagger

A certified Traffic Control Laborer plays a crucial role in managing traffic flow and ensuring safety at construction sites, roadworks, or other areas where traffic control is necessary. Their primary responsibilities include:

1. Traffic Management:

- Setting up and arranging traffic control devices such as cones, barricades, signs, and signals according to established plans and guidelines.
- Directing vehicular and pedestrian traffic to ensure safe and efficient flow around work zones or construction areas.
- Communicating effectively with drivers and pedestrians, providing clear instructions and guidance to maintain safety and minimize disruptions.

2. Safety Compliance:

- Adhering to safety protocols and procedures, including wearing appropriate personal protective equipment (PPE) and following safety regulations to prevent accidents.
- Monitoring work zones to identify potential hazards and taking necessary precautions to mitigate risks to workers and the public.

3. Equipment Handling:

- Operating and maintaining traffic control equipment such as hand-held signs, flags, radios, and other devices used for directing traffic.
- Setting up temporary traffic control measures in accordance with approved traffic control plans and guidelines.

4. Coordination and Communication:

- Collaborating with construction crews, supervisors, and other traffic control personnel to coordinate activities and ensure effective traffic management.
- Communicating effectively via two-way radios or hand signals to coordinate traffic flow and respond promptly to changing conditions.

5. Documentation and Reporting:

- Recording and reporting any incidents, traffic violations, or accidents that occur within or near the work zone.
- Documenting work hours, tasks performed, and any relevant information for record-keeping purposes.

6. Training and Certification:

- Possessing a current, up to date, certified flagger card.

- Staying updated on traffic control standards, regulations, and best practices through ongoing training and education.

Qualifications for this role include certification in traffic control/ flagging. Candidates should have strong communication skills, the ability to work outdoors in various weather conditions, and a keen awareness of safety protocols and traffic laws, standing near live traffic moving at various speeds up to and possibly exceeding 60 mph, requiring constant vigilance, split-second decision-making, and clear depth perception. Additionally, physical fitness and the ability to stand for extended periods may be necessary for this position.

Job Summary:

The Motor Grader Equipment Operator is responsible for operating a motor grader or similar machinery to perform grading tasks, including leveling, spreading materials, and preparing construction sites. This role requires precision, attention to detail, and adherence to safety standards to ensure the successful completion of grading projects.

Key Responsibilities:

- **Operation of Motor Grader Equipment:**
 - o Operate motor grader machinery to perform grading tasks, including leveling and spreading materials.
 - o Adjust blade settings and techniques to achieve the desired grade and surface finish according to project specifications.
 - o Monitor and control equipment to ensure efficient and effective grading operations.
- **Inspection and Maintenance:**
 - o Conduct pre-operation checks on equipment to ensure proper functioning and safety.
 - o Perform routine maintenance on motor grader equipment, including checking fluid levels, blade condition, and overall cleanliness.
 - o Report any mechanical issues or necessary repairs to the supervisor promptly.
- **Safety and Compliance:**
 - o Adhere to all safety protocols and procedures to maintain a safe work environment.
 - o Use personal protective equipment (PPE) as required.
 - o Be aware of surroundings and communicate effectively with other crew members to avoid accidents and ensure smooth operations.
- **Coordination with Crew:**
 - o Work closely with the grading crew to coordinate operations and ensure timely completion of tasks.

- o Communicate effectively with the foreman and other crew members to address any issues or adjustments needed during the grading process.
- o Assist with other tasks as needed, including site preparation, cleanup, and material handling.

Qualifications:

- **Education and Experience:**

- o Minimum of 3 years of experience operating Motor grader in a construction environment.

- **Skills and Competencies:**

- o Strong understanding of grading techniques and equipment operation.
- o Ability to read and interpret project specifications and adjust operations accordingly.
- o Excellent hand-eye coordination and manual dexterity.
- o Good communication skills and ability to work effectively as part of a team.
- o Basic mechanical skills for equipment maintenance and troubleshooting.

- **Physical Requirements:**

- o Ability to sit for extended periods while operating the equipment.
- o Capability to perform physical tasks, including lifting up to 50 pounds, bending, and climbing.
- o Tolerance for working in various weather conditions, including extreme heat, cold, and rain.
- o Labor for extended periods of time on a grading crew.

Work Environment:

- Primarily outdoor work on construction sites.
- Exposure to loud noises, heavy machinery, and potential hazards.
- Adherence to safety standards and use of PPE is mandatory.

Job Summary:

The Roller Operator is responsible for operating a roller machine to compact asphalt and other materials to meet the required specifications and ensure a smooth, durable surface. This role requires attention to detail, coordination, and adherence to safety standards to support the paving crew in road construction and maintenance projects.

Key Responsibilities:

- **Operation of Roller Machinery:**
 - o Operate roller machinery to compact asphalt and other materials during paving operations.
 - o Monitor the compaction process to ensure the surface meets specified standards for smoothness and density.
 - o Adjust machine settings and techniques based on material type, project specifications, and site conditions.
- **Inspection and Maintenance:**
 - o Conduct pre-operation checks on equipment, ensuring proper functioning and safety.
 - o Perform routine maintenance on roller machinery, including checking fluid levels, tire pressure, and general cleanliness.
 - o Report any mechanical issues or necessary repairs to the supervisor promptly.
- **Safety and Compliance:**
 - o Adhere to all safety protocols and procedures to ensure a safe work environment.
 - o Use personal protective equipment (PPE) as required.
 - o Be aware of surroundings and communicate effectively with other crew members to avoid accidents and ensure smooth operations.
- **Coordination with Crew:**
 - o Work closely with the paving crew to coordinate operations and ensure timely completion of tasks.

- o Communicate effectively with the foreman and other crew members to address any issues or adjustments needed during the paving process.
- o Assist with other tasks as needed, including site preparation, cleanup, and material handling.

Qualifications:

- **Education and Experience:**

- o Minimum of 2 years of experience operating roller machinery in a paving or construction environment.

- **Skills and Competencies:**

- o Strong understanding of roller operation and compaction techniques.
- o Ability to read and interpret project specifications and adjust operations accordingly.
- o Excellent hand-eye coordination and manual dexterity.
- o Good communication skills and ability to work effectively as part of a team.
- o Basic mechanical skills for equipment maintenance and troubleshooting.

- **Physical Requirements:**

- o Ability to sit for extended periods while operating the roller.
- o Capability to perform physical tasks, including lifting up to 50 pounds, bending, and climbing.
- o Tolerance for working in various weather conditions, including extreme heat, cold, and rain.
- o Physically capable of operating a backpack blower, tamping plate, torch, shoveling, clean up broom, flagging, and raking anywhere from 10%-40% of the time.

Work Environment:

- Primarily outdoor work on construction sites.
- Exposure to loud noises, heavy machinery, and potential hazards.
- Adherence to safety standards and use of PPE is mandatory.

Asphalt Paving Equipment Operator

Company Information Cactus Asphalt is a local construction company dedicated to providing the highest quality jobs and customer service.

Asphalt Paving Operators perform a variety of physical tasks to include operating heavy equipment and machinery and using power tools and/or hand tools to get the job done. Also willing to do what it takes to get the job done.

Essential Duties and Responsibilities:

- Must work quickly, productively and safely to meet production goals as outlined by the Superintendent and/or Division Manager.
- Follow direction of the Superintendent with regards to daily production schedule and activities.
- Operate heavy equipment such as pavers, screeds, and paving finishing machines to apply asphalt products per job specifications.
- Must be an advocate of safety and follow safety policies and procedures.
- Actively participate in job-site and safety meetings and all Company related training.
- Works in conjunction with superintendent to ensure the job-site is safe and traffic is controlled prior to commencing work.
- Must be a strong communicator and be in constant contact with other operators, truck drivers and general laborers.
- Inspect, clean and maintain equipment and machinery.
- Invoke Cactus Asphalt Core Values.
- Responsible for reporting problems and malfunction equipment and/or machinery to superintendent.
- May set up and tear down equipment.
- Maintain a clean job site; pick up all tools and equipment and secure job site each day.
- Serve as front-line Company representative and must provide excellent service to the customer and to the public.
- Use equipment and/or an assortment of hand tools such as rakes, shovels, wheel barrels, etc.
- Perform all other general laborer work as needed.
- Any and all duties assigned by the superintendent or division manager.

Safety

- This position is considered a safety-sensitive position and is subject to the company's drug and alcohol policy, as well as all OSHA regulations.
- All employees must wear the appropriate personal protective equipment and follow all safety guidelines at all times as an essential part of their job responsibilities.



Asphalt Paving Equipment Operator

Physical Demands and Work Environment

- Must be able to operate vehicles and trailers in a safe manner, in compliance with local, state and federal traffic laws.
- Must operate equipment, machinery and other tools in compliance with safety guidelines and manufacturer specifications.
- Must be able to work outside, frequently for long periods of time in all weather, including extreme hot and cold temperatures.
- Must be able to wear the appropriate personal protective equipment in a variety of different situations.
- Must be able to lift up to 50 pounds.
- Must be able to climb, bend, stoop, kneel and lift overhead.
- While working, the employee might be exposed to various chemicals, vapors, pollutants, gases, uneven surfaces, loud noises, moving vehicles or machines, and dust/debris.

Minimum Qualifications:

Education, Work Experience and Requirements

- Five (5) years related experience operating a paver is required.
- Ability to speak read and write English is preferred.
- Must be willing to travel to all jobsite without exception (including staying away from home if necessary.)
- Must be willing to work nights, weekends and or weird schedules and be available the job needs.

Certifications, Licenses, and Registrations

- A current driver's license is preferred.
- Must have a clean motor-vehicle record if operating a Company vehicle.
- Must pass a pre-employment drug and alcohol screening and background check.

Benefits:

- 401K with company matching
- Medical, dental, vision, and supplemental insurance
- Paid vacation
- Sign on bonus



CDL Class A Driver/Paving Equipment Operator & Laborer:

Company Information Cactus Asphalt is a local construction company dedicated to providing the highest quality jobs and customer service.

Position Summary: We are looking for skilled Class A CDL Drivers/paving equipment operators & labors for an asphalt patching crew, which may include tasks such as hauling paving equipment to various job sites, and operating equipment to get the job done. Crew members are responsible for performing the duties listed below, as well as pass a drug test both at the time of hire and monthly thereafter.

Cactus Asphalt is always looking for Class A CDL drivers for the Crack Seal/Seal Coat Crews. We will train drivers with no job experience in this area.

Qualifications:

- Must have a Commercial Driver License Class A.
- 3+ Years operating paving equipment and or laboring on paving crews is a plus.
- Must get out of truck and help assist and/or operate when on the job site with the crew.
- Must be able to operate a standard transmission in super 16's dump trucks.
- Must have general knowledge of pulling trailers, loading equipment, operating equipment proficiently, loading, and unloading dump trucks in a paving environment.
- Must have a clean bill of health and an up to date DOT physical.
- Must have a clean MVR (motor vehicle record).
- Must have general mechanical knowledge.
- Must have the ability and willingness to complete daily inspections.
- Must have good attendance.
- Willingness to work in high paced, hot, dirty environments.

Work Conditions

- Time and a half is given for anything over 40 hours, and there are the occasional prevailing wage jobs.
- Raises vary based on performance.
- Standards for the quality of work are high at Cactus Asphalt.
- Jobs and projects are to be completed on time and to customer satisfaction the first time.
- You must have reliable transportation.
- Must be willing to travel to any and all jobsites without exception (including staying away from home if necessary).
- This is a full time position. Occasional evening and weekend work may be required as job duties demand.
- You must pass a drug test both at the time of hire and monthly thereafter.

Benefits:

- 401K with company matching
- Medical, dental, vision, and supplemental insurance
- Paid vacation
- Sign on bonus

Job Type: Full-time - Required license or certification: CDL Class A



Employment Application

Applicant Information

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

Phone: _____ Email: _____

Position Applied for: _____

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

Have you ever worked for this company? YES ☐ NO ☐ If yes, when? _____

Do you have a CDL? Yes or No If yes, what class? _____

Are you able to pass a drug test due to the safety sensitive nature of our work? We conduct pre-employment, random, post-accident, and reasonable suspicion drug testing. Yes or No

Are you willing to travel? Yes or No

Do you have a valid drivers license? Yes or No

Do you have reliable transportation? Yes or No

Previous Employment

Company: _____

Job Title: _____

Responsibilities: _____

From: _____ To: _____

Company: _____

Job Title: _____

Responsibilities: _____

From: _____ To: _____

Company: _____

Job Title:

Responsibilities: _____

From: _____ To: _____

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Responsibilities: _____

From: _____ To: _____