



Plant Supervisor

Pave-Al Limited

Reports To: Operations Manager

Starts On: To be determined

Summary: Pave-Al Limited specializes in Road and Highway Construction for the public sector, as well as airport runways and industrial parking lots for the private sector. As one of the leading road construction contractors and asphalt pavement producers in the Greater Toronto Area, we take pride in our workmanship, excellent customer service, and quality asphalt pavements. Pave-Al provides a wide range of Paving and Construction services for all types of clients, consistently delivering projects efficiently and cost-effectively.

As an experienced Plant Supervisor, the successful candidate will oversee our asphalt plant and yard operations. The responsibilities of the Plant Supervisor include ensuring that operational costs remain within budget and investigating work-related incidents. The organization and coordination of the day-to-day operations at the asphalt plant and within the yard are essential to ensure operations flow and the plant is available 24/7. You should also be able to manage project materials and resources, as well as oversee the use of equipment and tools. Communication with project crews and teams as well as customers is essential to build and maintain a successful working culture.

To be successful as a Plant Supervisor, you should be able to correctly interpret asphalt mix designs, asphalt end result reports and granular gradation reports. Ultimately, a Plant Supervisor should demonstrate excellent management, scheduling and problem-solving skills as well as enforce compliance with safety regulations.

Responsibilities:

- Managing the daily/nightly operational needs of the plant and yard.
- Developing and overseeing annual and as needed maintenance budgets.
- Leadership of the crew(s) available for the plant.
- Maintaining working schedules for the plant operations as needed.
- Communication with project crews and teams to ensure plant availability.
- Communication with customers to ensure plant availability.
- Implement processes, measures and standards that achieve productivity targets
- Develop and maintain plant and yard maintenance.
- Develop, monitor and maintain daily, weekly and monthly Health, Safety and Environmental checklists and duties.
- Ensure the plant is staffed efficiently and available as needed in a safe manner.
- All Quality Control responsibilities are achieved and maintained.
- Identify all long lead time materials and services and ensure timely procurement strategies are in place



- Ensure all administrative, operational and technical components of the plant are being met.
- Build and maintain relationships with suppliers, subcontractors, owners, and engineers to develop strong working relationships.
- Develop and maintain a strong working culture that enables a successful and efficient work ethic for both the employees and the company.

Requirements:

- 5+ years' hands-on experience Plant Supervisor/Manager
- 5-10 years' experience working at a asphalt or concrete plant facility.
- Available to work and manage employee schedules when the plant is needed including day and night-time hours as well as weekends and holidays as required.
- Complete understanding of asphalt and recycled aggregates quality specifications and expectations.
- Ability to communicate effectively with strong language and technical skills.
- Ability to interpret engineering construction drawings, specifications and reports.
- Exceptional people management skills and strong leadership capabilities.
- Significant understanding of provincial construction safety regulations and proven record of safe operations.
- Thorough understanding of budget management.
- Strong verbal and written communication skills to liaise with stakeholders including Senior Management
- Excellent analytical and problem-solving skills
- Effective leadership skills to successfully: develop an effective and engaged team of contractors and suppliers; foster collaboration with stakeholders and other departments; promote innovation and creativity; and anticipate and adapt to change

Interested applicants are requested to forward resume to careers@paveal.com

Unsolicited resumes from staffing firms will not be accepted. We will contact candidates selected for an interview. Accommodations are available upon request.