

Employment Status: Non-Exempt
Position Type: Full-Time
Hourly Wages :

JOB POSTING 2026-002

ASPHALT CHIP & SEAL CREW SUPERVISOR

Job Title: Asphalt Chip & Seal Crew Supervisor
Schedule: Monday – Thursday | 6:00 AM – 5:00 PM
Location: Road Barns
Position Type: Full Time| Non-Exempt | Heavy Equipment Role

Compensation & Benefits:

- Competitive pay based on experience.
- Health insurance (medical, dental, vision).
- Paid time off (PTO) and holidays.
- Retirement plan.
- Professional Personal Growth development opportunities.

Equal Employment Opportunity (EEO) Statement:

We are an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, veteran status, or any other characteristic protected by applicable federal, state, or local law.

FLSA Status:

- This is a non-exempt position under the Fair Labor Standards Act (FLSA) and is eligible for overtime pay in accordance with federal and state laws.

How to Apply:

- Please submit your resume and cover letter detailing your relevant experience to jcole@mcdonaldcountymissouri.gov with the subject line: “Asphalt Supervisor”

DEFINITION:

The Asphalt Chip & Seal Crew Supervisor performs skilled supervisory and technical work overseeing the daily operations of the County’s Asphalt Chip & Seal Crew. This position is responsible for coordinating crew activities, equipment, materials, and jobsite safety related specifically to asphalt chip sealing, surface treatments, and related roadway maintenance activities.

The Supervisor works under the direct supervision of the Road Foreman and exercises only the authority delegated by the Road Foreman. This position does not have department-wide authority and does not establish policy or independent budget authority.

SUPERVISION RECEIVED AND EXERCISED

Receives direct supervision and work direction from the Road Foreman.
Exercises direct day-to-day supervision over assigned Asphalt Chip & Seal crew members.
Provides input and recommendations to the Road Foreman regarding crew performance, staffing needs, equipment conditions, and material requirements.

EXAMPLES OF IMPORTANT RESPONSIBILITIES AND DUTIES

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Important responsibilities and duties include, but are not limited to, the following:

Essential Responsibilities and Duties

- Oversees and coordinates daily work activities of the Asphalt Chip & Seal Crew in accordance with schedules, priorities, and instructions provided by the Road Foreman.
- Supervises asphalt chip sealing, resurfacing, patching, and related roadway maintenance operations to ensure quality workmanship and safety compliance.
- Assigns tasks to crew members, monitors productivity, and ensures work is completed efficiently and according to specifications.
- Ensures proper use, care, and routine maintenance of assigned equipment, tools, and vehicles used in chip and seal operations.
- Monitors job-site conditions and enforces safety rules, traffic control requirements, and applicable County safety policies.
- Communicates daily progress, issues, material usage, and equipment needs to the Road Foreman.
- Assists the Road Foreman in planning crew schedules, material needs, and equipment usage for upcoming chip & seal projects.
- Operates asphalt and roadway maintenance equipment as required and leads by example in safe work practices.
- Responds professionally to public inquiries or concerns encountered at job sites and refers unresolved issues to the Road Foreman.
- Participates in emergency road response operations as directed, including severe weather or roadway hazards.
- Ensures compliance with County policies, state regulations, and operational standards as directed by the Road Foreman.

Other Important Responsibilities and Duties

- Assists with training new employees on asphalt chip & seal procedures, equipment operation, and safety practices.
- Maintains basic records related to crew activities, materials applied, and equipment usage as required.
- Performs other related duties as assigned by the Road Foreman.

QUALIFICATIONS

Knowledge of

- Asphalt chip sealing techniques, materials, and equipment.
- Roadway maintenance and surface treatment operations.
- Safe operation of road maintenance equipment and traffic control procedures.
- Jobsite safety regulations applicable to roadway maintenance work.

Ability to

- Supervise and coordinate a work crew effectively while following direction from the Road Foreman.
- Communicate clearly and professionally with crew members, supervisors, and the public.
- Address minor conflicts and workplace issues within the crew and refer escalated matters to the Road Foreman.
- De-escalate routine jobsite or public interactions using calm, professional communication.

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- Follow instructions, implement work plans, and adapt to changing conditions.
- Work extended or irregular hours during peak asphalt seasons or emergency situations.

EXPERIENCE AND TRAINING GUIDELINES

- High School Diploma or GED required.
- Valid CDL driver's license preferred or required depending on County standards.
- Previous experience in asphalt chip sealing, road maintenance, or related public works field required.
- Prior lead worker or crew supervisory experience preferred.

WORKING CONDITIONS

Environmental Conditions

Work is performed primarily outdoors in varying weather conditions, including heat, cold, and humidity. Work may involve traffic exposure and physically demanding tasks. Irregular hours, early mornings, and overtime may be required during construction seasons or emergencies.

Tools and Equipment

Knowledge and operation of asphalt distributors, rollers, graders, dump trucks, chip spreaders, and related roadway maintenance equipment.

MISCELLANEOUS REQUIREMENTS

- Must successfully complete pre-employment substance abuse testing and physical.
- Subject to random substance abuse testing.
- Subject to E-Verify and background check.