



Job Title:	Crew Hand (Roustabout)	Position Type:	Full Time (NON-EXEMPT)
Reports to:	Crew Foreman (Roustabout)	Department:	Operations
Work Schedule:	8 hours a day, M-F, with rotating on-call weekends, overtime when necessary.		
HR Contact:	Linda Kammerzell	4/7/2021	

Summary:

Crew Hands perform general oil field construction and maintenance in a team setting. Crew Hands are required to perform physically demanding labor in all outside weather conditions and work long hours when necessary.

Essential Job Functions:

- Must Maintain a safe work environment for themselves and others.
- Must maintain condition of company property and maintain all necessary inspections.
- Must have a positive attitude and work well in a team environment.
- Must be able to take direction from Crew Foreman and/or Management Staff.
- Must perform ALL tasks to company standards both safely and efficiently,
- Must be willing to work long hours – 8-to-12-hour shifts; 40 hours a week, 5 days a week with occasional overtime and with possible weekends.
- All Crew Hands are required to wear – Approved fire-retardant (FR) outer garments, hard hat, safety (steel) toed work boots, and eye protection AT ALL TIMES. If necessary, hearing protecting, harnesses, respirators and other appropriate Personal Protective Equipment (PPE) may also be required.
- Must have basic mechanical ability along with the ability to utilize various hand/power tools safely and efficiently. Those include but are not limited to: hammers, pipe wrenches, end wrenches, hammer wrenches, pipe cutters, threaders, power heads, shovels, rakes, post hole diggers, chain vices, screw drivers, etc.
- Must always maintain professional relationship with company personnel and customers.
- Must be able to perform physical activity including but not limited to shoveling, climbing ladders and stairs, lifting, carrying heavy objects exceeding 50 lbs., support body weight with arms only, running, walking, sitting for extended periods of time, etc.
- Other duties as assigned.

Qualifications and Education Requirements:

- Must be able to effectively communicate and understand the English language.
- Reliable transportation to/from company office or yard.
- Must be able to pass all drug testing as required by company policy (pre-employment, random, post-accident, or reasonable suspicion).
- Must complete a physical capability test and maintain physical capability.
- Must maintain a valid driver’s license, clean Motor Vehicle Record (MVR), and pass criminal background check.
- Obtain Safeland certification and any other required safety courses.
- Must be able to pass written competency test after Short Service Employee (SSE) provisional period.
- Must maintain a consistent safe work environment.
- Ability to perform tasks accurately and thoroughly.
- Ability to find solutions for and/or to deal with day-to-day work-related problems efficiently.
- Ability to comprehend complex topics and specialized information.



- Ability to complete work-related tasks in stressful situations.
- Ability of decipher safe and un-safe working conditions and implement best course of action.
- Ability to communicate effectively with others, either through verbal or written communication.
- Ability to always maintain a productive work environment.
- Ability to remain attentive to detail and provide feedback when necessary.

Preferred Certifications:

- CDL Class A certification
- Excavation Competent Persons
- First Aid & CPR
- H2S Preparedness
- HS Diploma/GED
- Any other requested certifications.

Disclaimer:

The above statements are intended to describe the general nature and level of work being performed by persons assigned to the above job duties. The requirements are not to be construed as an exhaustive list of all responsibilities, duties and skills required of personal so assigned. At the discretion of Management Staff, all personnel may be required to perform duties outside the range of what is minimally required.

Employee:		Date:	
Manager:		Date:	

Compensation will be determined on experience as well as job duties assigned.

Starting salary range: \$16 - \$18 per hour.