



**Steinbrecher Companies, Inc** is a family owned business operating out of the Elk River/Zimmerman area. We are currently looking for a dedicated, hardworking Rolloff truck driver. This would be a full time, Long-Term employment opportunities with the potential of year round work. (We are open to those interested in part time work as well)

Job tasks include

- Roll-Off Drivers safely operate a heavy-duty truck and are responsible for preparing, loading, and transporting large mobile open top containers to disposal sites, transfer or recycle facilities and to customer locations. Roll-Off Drivers will navigate driveways, alleyways, lots, high traffic roadways and may operate in tight overhead environments while on industrial routes. Highly skilled backing maneuvers are essential, to successfully perform this job.
- Servicing and maintain equipment as directed.

**Immediate Benefits: Include working locally, home every night, and working for a family owned business.**

**Required Education:**

- **High School Diploma or Equivalent**

**Experience Preferred:**

- 2 years' experience driving Cable Rolloff truck

**Required Certificates & Licenses:**

- **Class A Driver's License, Clean Driving Record & Current DOT Physical**

**Other Benefits include:**

- **Competitive Pay, Health Insurance, Simple IRA, Annual Bonus, PTO, Paid Holidays, Phone & Boot Stipend, On the Job Training, Opportunity for Growth and Advancement.** (Benefits become available at specific employment intervals.)

**Preferred Qualities:**

- Must be Hard Working
- Self-Motivated
- Looking to Grow with family owned company
- Must be Reliable and dependable

**Must Pass a Pre-Employment Drug Screening.**

We look forward to the opportunity of discussing your career and development possibilities with you. Contact Kari at 763-274-0925 for more information. You can also print applications and full job descriptions online at [www.SteinbrecherCompanies.com](http://www.SteinbrecherCompanies.com)



## Roll Off Driver

### Job Description

<b>FLSA Status:</b>	Non-Exempt	<b>Job Status:</b>	Full Time
<b>Work Schedule:</b>	Monday - Friday w/occasional weekends when required.	<b>Reports To:</b>	Shane Steinbrecher
		<b>Amount of Travel Required:</b>	None

### POSITION SUMMARY

Roll-Off Drivers safely operate a heavy-duty truck and are responsible for preparing, loading, and transporting large mobile open top containers to disposal sites, transfer or recycle facilities and to customer locations. Roll-Off Drivers will navigate driveways, alleyways, lots, high traffic roadways and may operate in tight overhead environments while on industrial routes. Highly skilled backing maneuvers are essential, to successfully perform this job.

### ESSENTIAL FUNCTIONS

#### Reasonable Accommodations Statement

To perform this job successfully, an individual must be able to perform each essential duties satisfactorily. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

#### Essential Functions Statement(s)

- Perform Pre-trip Inspection prior to beginning route to ensure safe operating conditions.
- Move levers or controls to unload or pickup boxes onto designated site.
- Operate automated or semi-automated hoisting devices that raise refuse boxes and dump contents.
- Drive trucks along routes through residential streets and alleys, or through business and industrial areas.
- Make sure all loads are secure to safely transport and deliver.
- Drive to disposal sites and dump materials.
- Refuel trucks and add other necessary fluids, such as oil.
- Fill out any needed reports for defective equipment.
- Clean trucks and roll off hoists after routes have been completed.
- Responsible for light truck maintenance such as oil changes, greasing, tire rotation, and equipment cleaning on a daily and weekly basis.
- Communicate with dispatcher regularly during your day and when concerning delays, unsafe sites, accidents, equipment breakdowns, and other maintenance problems, etc.
- Completing and turning in paperwork (daily box tickets and payments, weekly hours, etc.)
- Keep informed of road and weather conditions to determine how routes will be affected.
- Interact with customers on daily basis.
- Awareness of legal weights for boxes and trucks.
- Follow safety rules and regulations.
- Follow generally accepted safe driving practices, obey traffic laws at all times and be courteous toward other drivers.

## POSITION QUALIFICATIONS

### Competency Statement(s)

- Use of map books or GPS to locate job sites.
- Knowledge of basic aggregate products and construction materials; navigation through yards and pits.
- General knowledge of the Twin Cities Metro & local areas.
- Accountability - Ability to accept responsibility and account for his/her actions.
- Accuracy - Ability to perform work accurately and thoroughly.
- Applied Learning - Ability to participate in needed learning activities in a way that makes the most of the learning experience.
- Reliability - The trait of being dependable and trustworthy.
- Resource Management (People & Equipment) - Ability to obtain and appropriate the proper usage of equipment, facilities, materials, as well as personnel.
- Safety Awareness - Ability to identify and correct conditions that affect employee safety.
- Working Under Pressure - Ability to complete assigned tasks under stressful situations.
- Honesty / Integrity - Ability to be truthful and be seen as credible in the workplace.
- Motivation - Ability to inspire oneself and others to reach a goal and/or perform to the best of their ability.
- Communication, Oral - Ability to communicate effectively with others using the spoken word.
- Customer Oriented - Ability to take care of the customers' needs while following company procedures.
- Maintain all required records and documentation

## SKILLS & ABILITIES

**Education** : High School Graduate or General Education Degree (GED)

**Experience** : One to two years related experience

**Certificates & Licenses:** Class A driver's license, current DOT physical

### Other Requirements:

- Basic knowledge of Roll-off truck, safety and placing procedures
- Basic knowledge of demolition and municipal solid waste and disposal procedures for such materials
- Basic knowledge of heavy equipment: Front-end loader, Backhoe, and Skid loader
- Loading and unloading procedures
- Driving record with no violations
- Working cell phone

## PHYSICAL DEMANDS

### Physical Demands

Stand	C (Constantly)
Walk	C (Constantly)
Sit	O (Occasionally)
Handling / Fingering	C (Constantly)
Reach Outward	C (Constantly)
Reach Above Shoulder	F (Frequently)
Climb	F (Frequently)
Crawl	O (Occasionally)
Squat or Kneel	F (Frequently)

### Lift/Carry

10 lbs. or less	C (Constantly)
11-20 lbs.	C (Constantly)
21-50 lbs.	F (Frequently)
51-100 lbs.	O (Occasionally)
Over 100 lbs.	O (Occasionally)

### Push/Pull

12 lbs. or less	C (Constantly)
13-25 lbs.	C (Constantly)
26-40 lbs.	F (Frequently)

Bend F (Frequently) 41-100 lbs. O (Occasionally)

**N (Not Applicable)** Activity is not applicable to this occupation.  
**O (Occasionally)** Occupation requires this activity up to 33% of the time (0 - 2.5+ hrs./day)  
**F (Frequently)** Occupation requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)  
**C (Constantly)** Occupation requires this activity more than 66% of the time (5.5+ hrs/day)

### Other Physical Requirements

Vision (Distance, Peripheral, Depth Perception)

Sense of Sound (Ability to hear over equipment noise and hear ongoing traffic)

Sense of Touch

Ability to wear Personal Protective Equipment (PPE) (Steel toed boots with shank, gloves, hard hat with reflective tape, safety glasses, and reflective tape on clothing)

### WORK ENVIRONMENT

Outdoors, exposure to weather conditions such as hot (above 90 degrees F) and cold (below 32 degrees F).  
Exposure to contaminants.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Employer Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Shane M. Steinbrecher

The Company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the Company may deem appropriate.

**Application for Employment - Operators/Laborers/Drivers**

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Date of Birth: \_\_\_\_\_

Phone: \_\_\_\_\_

Do you have lawful proof you can work in the US? Yes/No

Have you ever worked under another name? Yes/No

If yes please list name: \_\_\_\_\_

Have you ever applied at Steinbrecher Companies, Inc before?

Yes/No Dates: \_\_\_\_\_ Position: \_\_\_\_\_

Have you ever been employed at Steinbrecher Companies, Inc before?

Yes/No Dates: \_\_\_\_\_ Position: \_\_\_\_\_

How did you hear about the open position?

\_\_\_\_\_

Do you have a valid Driver's License?

Yes/No

Class: \_\_\_\_\_

License # \_\_\_\_\_

State \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Please list other current licenses, certifications, and/or registrations. \_\_\_\_\_

Do you currently have a DOT Physical?

Yes/No

Expiration Date: \_\_\_\_\_

**Education History: Please check the levels completed**

☐ Elementary

☐ High School

☐ College/Tech School

○ 1 year

○ 2 years

○ 3 years

○ 4 years

Degree Earned? \_\_\_\_\_

**List the Name of College or Vo. Tech Attended?**

\_\_\_\_\_

\_\_\_\_\_

**List any Continuing Education classes you've taken?**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Are you currently enrolled in curricular programs?

Yes/No

When do you graduate? \_\_\_\_\_

Date you available to start: Full Time? \_\_\_\_\_ Part Time? \_\_\_\_\_

Availability?

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
FROM:							
TO:							

What is your desired starting pay? \$ \_\_\_\_\_/hr. Are you Available for Overtime? Yes/No

Have you ever worked in the following positions?

Driven truck,	Yes/No	Hauled aggregate	Yes/No
Delivered roll-offs	Yes/No	Hauled equipment	Yes/No
Loaded trucks	Yes/No	Work in Customer Service	Yes/No

Have you worked in any of the following industries?

Excavating	Yes/No	Rolloff/Dumpsters	Yes/No
Septic Systems	Yes/No	• Knowledge on how to set boxes onsite without damage to surface.	Yes/No
Snowplowing	Yes/No		
Demolition	Yes/No		
Worked directly with Customers	Yes/No	• Knowledge of DEMO/MSW materials	Yes/No

Detail work done in the above industries (use additional sheet of paper if necessary.) \_\_\_\_\_

On a scale of 1-5 rate your onsite and operating knowledge of the following:

	I have not operated this equipment				I have a lot of experience with this equipment
Read/understand Blue Prints	1	2	3	4	5
Understanding of Elevations/ Use of grade stick	1	2	3	4	5
Loading equipment on trailer	1	2	3	4	5
Excavator	1	2	3	4	5
Skid Loader	1	2	3	4	5
Front-End Loader	1	2	3	4	5
Dozer	1	2	3	4	5
Med-Heavy Duty Trucks (14,000lbs or bigger)	1	2	3	4	5
Roll-off Trucks	1	2	3	4	5

(Circle all that apply):

Cable Truck

Hook Truck

Automatic

Manual

**Have you ever performed maintenance/mechanical work on the following equipment?**

Pickup Trucks	Yes/No	Type of work done: _____
Diesel Engines	Yes/No	Type of work done: _____
Excavator	Yes/No	Type of work done: _____
Skid Loader	Yes/No	Type of work done: _____
Front-End Loader	Yes/No	Type of work done: _____
Dozer	Yes/No	Type of work done: _____

**Describe any special qualities and expand on above skills listed. Give us brief description about yourself.**  
(use additional sheet of paper if necessary.) \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Previous Employment:**

**1. Most Recent Previous/Current Employer:** \_\_\_\_\_

Start date: \_\_\_\_\_ End date: \_\_\_\_\_

Address: \_\_\_\_\_

Manager Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Are you on leave of absence or have you been laid off from this company? Yes/No

**Reason for leaving this position?** \_\_\_\_\_

**Can we contact this employer?** Yes/No If no, why? \_\_\_\_\_

**2. Previous Employer:** \_\_\_\_\_

Start date: \_\_\_\_\_ End date: \_\_\_\_\_

Address: \_\_\_\_\_

Manager Name: \_\_\_\_\_ Phone: \_\_\_\_\_

**Reason for leaving this position?** \_\_\_\_\_

**Can we contact this employer?** Yes/No If no, why? \_\_\_\_\_

**Are you eligible for recall to any other company?**

Yes/No

If Yes, what company? \_\_\_\_\_

**References:**

Please list two (2) references: they can be personal or work related, NO Relatives please.

1. Name: \_\_\_\_\_

Phone: \_\_\_\_\_

How long have you known them: \_\_\_\_\_

Relationship to reference: \_\_\_\_\_

2. Name: \_\_\_\_\_

Phone: \_\_\_\_\_

How long have you known them: \_\_\_\_\_

Relationship to reference: \_\_\_\_\_

**IN CASE OF AN EMERGENCY PLEASE NOTIFY:**

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Relationship to contact: \_\_\_\_\_

**APPLICANT'S CERTIFICATION AND AGREEMENT**

I HEREBY CERTIFY that my answers to the foregoing questions are true and complete and that I have not knowingly withheld any facts, circumstances or other information which would, if disclosed, affect my application. I further understand that any false or misleading statement or omission of pertinent information will result in the rejection of my application, or in dismissal if discovered, subsequent to my employment.

I HEREBY AFFIRM that by execution of the application, I acknowledge that the Company has disclosed to me that a DMV report and an Investigative Consumer Report; including but not limited to, information as to my character, general reputation, personal characteristics, and way of living; will be made. These will be required as a condition of employment. I, upon written request to the Company made within a reasonable time after the date of this application, may obtain a complete and accurate disclosure of the nature and scope of the investigation requested.

I HEREBY AUTHORIZE the Company to request, and I ALSO AUTHORIZE AND REQUEST each former employer, school attended, and each person, firm, or corporation given as references above, to furnish at any time, any information which may be sought concerning me and my work habits, character or skill, and any other data required, whether in connection with this application or for purposes of complying with surety company requirements or otherwise.

I HEREBY AFFIRM that by submitting this application I agree to submit to medical evaluations and/or examinations, including tests for the presence of illegal drugs or alcohol, prior to and during employment, within a time period prescribed by the Company and as often as directed during employment.

Signature \_\_\_\_\_

Date \_\_\_\_\_