



SAFETY | SERVICE | PEOPLE | COMMITMENT

4636 E. University Drive, Suite #150, Phoenix, Arizona 85034

Blade Operator (Motor Grader Operator)

Company: S&S Paving & Construction

Location: Phoenix, AZ

Job Type: Full-Time

Pay Range: \$32.00-\$40.00 / Hour (DOE)

Submit resume to jobs@sspaving.com

Position Summary

S&S Paving & Construction is seeking a skilled and safety-focused Blade Operator to join our team. This role is responsible for operating a motor grader to perform fine and rough grading on paving and site development projects. The ideal candidate has experience in heavy civil construction and a strong understanding of grading techniques to ensure precise, high-quality results.

Essential Duties and Responsibilities

- Operate motor grader (blade) to perform rough and finish grading for roads, parking lots, and sitework projects
- Cut, spread, and level materials according to project specifications and grade requirements
- Work closely with grade checkers, survey crews, and foremen to achieve accurate elevations and slopes
- Interpret blueprints, grade stakes, and site plans
- Maintain consistent quality of grading to support paving and drainage systems
- Perform daily equipment inspections and basic maintenance
- Adjust blade settings, pitch, and angle for optimal performance
- Follow project timelines while maintaining safety and efficiency
- Adhere to all company safety policies and OSHA regulations
- Communicate effectively with crew members and supervisors

Qualifications

- Minimum 2 years of experience operating a motor grader in construction (roadwork or site development preferred)
- Strong knowledge of grading techniques, slopes, and site preparation
- Ability to read and interpret construction plans and grade stakes

- Experience working with GPS and grade control systems (preferred)
- Ability to operate equipment safely and efficiently in tight or busy job sites
- Valid driver's license required (CDL preferred but not always required)

Skills and Competencies

- Strong hand-eye coordination and equipment control
- Attention to detail and precision in finish grading
- Ability to work independently and as part of a team
- Strong communication skills
- Dependability and strong work ethic

Physical Requirements

- Ability to sit and operate equipment for extended periods
- Ability to climb in and out of heavy equipment
- Ability to work outdoors in varying weather conditions
- Lift up to 50 lbs when needed

Work Environment

- Outdoor construction sites with exposure to dust, noise, and heavy machinery
- Fast-paced environment with changing priorities

Benefits

- Competitive pay
- Health, dental, and vision insurance
- 401(k) with company match
- Paid time off and holidays
- Career growth opportunities within S&S Paving & Construction

Why Join S&S Paving & Construction?

At S&S Paving & Construction, we are committed to delivering exceptional asphalt maintenance and paving services while fostering a culture of safety, teamwork, and professional growth. We offer competitive compensation, benefits, advancement opportunities, and the chance to be part of a company dedicated to quality and customer satisfaction.

S&S Paving & Construction is an Equal Opportunity Employer.