

Progression to Sr Construction Operator



Effective June 1, 2014
 Updated November 15, 2017

Employee Name _____ Today's Date _____
 Current Position _____ Time in Current Position Years _____ Months _____

	Yes	No	Comments
JOB SKILLS & EXPERIENCE			
• Advanced Service & Advanced Construction technical training completed			
• Companion OQ completed			
• Companion OJT completed			
• Has acquired welder certification (if required)			
• Skilled to operate heavy equipment			
• Qualified for "emergency callout" & placed on standby rotation (as needed)			
PERFORMANCE			
• Performs routine & emergency construction tasks in a proficient manner			
• Is highly responsible & accountable for performance			
• Has developed customer service savvy			
• Participates in ongoing learning & development			
• Requires minimal oversight & limited supervision			
• Exercises independent judgment to determine best approach to achieve desired outcomes			
• Can resolve most complex situations independently			
COMPUTER SKILLS			
• Proficient with email and navigating AtmoSphere			
• Proficient with work management system			
• Proficient with mobile computer, if required			
LEADERSHIP SKILLS			
• Active involvement in company sponsored events, safety, wellness, community, etc.			
• Demonstrates ability to lead and train newer employees			
COMMUNICATION SKILLS			
• Demonstrates ability to exchange basic information with internal & external customers			
SAFETY			
• Advanced safety training completed			
• Heavily involved/leads in safety programs/efforts			
• Casts a positive safety shadow			
• Adheres to vehicle safety/maintenance practices			
• At fault safety violations while in current position			
• Utilizes safety equipment/PPE on all jobs			
CULTURE			
• Involved in leading culture efforts			
DISCIPLINE			
• Is employee currently in any step of discipline?			

Additional skills, knowledge, and/or experience:

Additional Comments:

I have reviewed the previous information and recommend the above named employee advance to the stated position

 Supervisor Signature

Position information from June 1, 2014 Construction Progression Plan (added Sept 2014)

Career Level: Sr Construction Operator
Role: Doing with minimal oversight. Able to provide oversight of less experienced co-workers
Education/Experience: High School or equivalent, 2 years minimum construction experience. Demonstrated Construction Operator 2 proficiency.
Organization Scope: Senior/fully functioning role. Performs all aspects of the function. Operates and maintains equipment (backhoe, trencher, boring machine, etc.). May train and lead newer employees. May lead crew in crew leader's absence.
Problem Solving/Critical Thinking: Can resolve most complex situations independently. Considered SME for the function and is qualified to help train more junior level employees. May refer a few complex situations to crew leader or supervisor.
Supervision Received/Independent Judgment: Requires limited supervision. Exercises independent judgment to determine best approach to achieve desired outcomes. Work involves only periodic review by crew leader or supervisor.
Direction of Others: May be called upon to lead and train others.
Knowledge/Skills: Competent Person, inspection, fabricate/install large meter sets, leak investigation, heavy equipment operation, tapping, line install & repair, advanced cathodic protection. Contributes to the development of others. Has developed customer service savvy. CDL required.
Living AtmoSpirit: Leading