



Street Department

Crew Leader III

1 Position available

PAY

\$20.86

REPORTS TO

Assistant Superintendent of Street

FLSA STATUS

Non-Exempt

EMPLOYMENT TYPE

Full Time

DESCRIPTION

The Crew Leader III in the Street Department is a senior-level position responsible for supervising and leading a team of workers engaged in street maintenance, repair, and construction activities. This role involves advanced leadership, coordination, and

decision-making skills to ensure the successful completion of projects and the efficient operation of the crew.

QUALIFICATIONS

- High school diploma or equivalent is required.
- Previous experience (5+years) in street maintenance, construction, or related field required, with demonstrated leadership and supervisory experience preferred, or any combination of training and experience leading to the described level of knowledge and skills.
- A Valid Driver's license Class C is required at the time of replacement and a clean driving record.
- CDL Class A Texas Driver License is preferred.
- Able to rotate on call.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of street infrastructure and technical aspects of road system rehabilitation and drainage.
- Skilled in leadership, communication, and interpersonal skills, with the ability to effectively lead and motivate a team of workers.
- Proven ability to plan, organize, and prioritize work assignments and schedules to meet project

deadlines and objectives.

- Ability to perform physical tasks in various weather conditions and environments.
- Ability to maintain constructive and cooperative working relationships with outside companies, vendors, the public, and fellow employees.
- Ability to read and interpret blueprints.

MAJOR DUTIES

- Lead and supervise a crew of workers engaged in street maintenance, repair, and construction tasks, providing guidance, direction, and support to ensure work quality, efficiency, and safety.
- Plan, organize, and prioritize daily work assignments and schedules for the crew, taking into account project requirements, resource availability, and deadlines.
- Coordinate with departmental supervisors, managers, and other staff to ensure effective communication, collaboration, and coordination of work activities across crews and divisions.
- Monitor work progress and productivity, identifying opportunities for improvement and implementing strategies to optimize performance and achieve project goals.
- Train and mentor crew members on proper work

methods, safety procedures, and equipment operation, promoting a culture of continuous learning and development.

- Participate in hands-on work alongside crew members as needed to complete assigned tasks, provide instruction, and demonstrate best practices.
- Ensure compliance with safety protocols, procedures, and regulations to maintain a safe working environment for crew members and the public, including proper use of personal protective equipment (PPE) and adherence to traffic control measures.
- Maintain accurate records, documentation, and reporting related to crew activities, including work hours, materials usage, equipment maintenance, and project progress.
- Provide leadership and guidance in resolving technical issues, addressing conflicts, and making decisions to overcome challenges and achieve project objectives.
- Respond to all types of weather-related and ROW emergencies.
- Other duties as assigned.

This position is an essential service position and will

require providing services during emergency situations.

Visit our website www.cityoflufkin.com or contact the Human Resources Department at Lufkin City Hall, 300 E. Shepherd Ave., Suite 226, Lufkin, TX 75901, Phone 936-633-0228.