



Position Announcement: Construction Foreman/Site Supervisor (Full-Time)

Location: Ocean Township, NJ

Date Available: ASAP

Organizational Overview: Renova Environmental Company is an employee-owned firm specializing in environmental remediation, restoration, and heavy civil construction since 2006. Our experienced team includes project managers, construction experts, and support professionals. *Renova has been named one of the Best Places to Work in New Jersey for five years.*

Position Overview: The Construction Foreman/Site Supervisor position offers a dynamic and self-motivated individual the unique opportunity to be part of a rapidly growing business in a rewarding field. This position requires overnight travel approximately 35% of the time.

Key Responsibilities:

- Safety awareness/dedication to jobsite safety
- Managing site activities, in-house crews, and subcontractors on \$500k to \$10M projects
- Excavation, shore of excavation, piling, and dewatering
- Deep soil mixing and batch plant oversight
- Ecological restoration, dam removal, and shoreline stabilization
- Heavy machinery – excavator, wheel loader, skid steer, dozer, dump truck, etc.
- General construction knowledge and power tool operation
- Clean driving record
- CDL Class A (preferred)
- OSHA 40 HAZWOPER Training

Compensation: \$40-\$50 per hour; rate based on industry standard, commensurate with experience; generous, industry-leading benefits package including 100% employer-funded health coverage, automatic vesting in employee ownership program, eligibility for quarterly profit-sharing, paid time-off, and automatic 4% employer contribution into 401(k).

Qualifications:

- Dedication to jobsite safety
- Clean driving record and reliable transportation to our shop in Ocean Township, NJ
- Strong work ethic and willingness to work outdoors in various weather conditions
- Ability to perform physical tasks requiring manual labor, including lifting, carrying, bending, and kneeling for extended periods
- Ability to follow instructions and work as part of a team to accomplish project goals
- OSHA certifications a plus, or willing to take classes
- Willingness to undergo background checks, drug screenings, and other pre-employment assessments as required

To Apply: Qualified candidates should email a description of work experience or resume describing experience and qualifications to careers@renovaenviro.com.

What is an Employee Stock Ownership Plan?

RENOVA has been a proud employee-owned company since 2021. The vehicle that allows employee-owners like you to share in our growth and prosperity is our Employee Stock Ownership Plan, or ESOP. We make yearly contributions of stock or cash to the ESOP on behalf of all our employee-owners.

No action is required to join and there is no cost to you, whatsoever.

You will automatically become a member of the ESOP once you have worked for the company for 12 months within a calendar year. You must also log at least 1,000 hours in a calendar year for it to qualify as a credited year of service.

Employees with a 401(k) and ESOP have, on average, 2.2 times the retirement amount as people with only a 401(k).

What is vesting?

Your ESOP account is subject to vesting. Vesting is the percentage of your ESOP account that is yours and cannot be taken back. The longer you work here, the more you vest. If you leave before you are 100% vested, the non vested portion of the balance will be forfeited.

All ESOP participants have the same vesting schedule:

Years of Vesting	<2	2	3	4	5	6+
Percent Vested	0%	20%	40%	60%	80%	100%



Technically, an ESOP is a retirement plan, similar to a 401(k). However, unlike a 401(k):



You pay nothing for your shares. The company makes all the contributions to your ESOP account.



Your account balance is tied to the share value of our company, not external securities.



All shares are held in a Trust governed by an administrator, called a Trustee.