



Foreman / Site Supervisor – Environmental & Heavy Civil Construction

Location: Ocean Township, NJ | Full-time | Immediate Opening

At Renova Environmental, we build projects that make a difference by restoring the environment, improving infrastructure, and doing it safely every time. We're an employee-owned company where hard work, teamwork, and craftsmanship are rewarded. If you're a hands-on leader who takes ownership of the job and sets the pace in the field, we'd like to hear from you.

Key Responsibilities

- Lead and work alongside crews on heavy civil construction projects from \$100K to \$10M
- Set the tone for safety by leading daily toolbox talks, enforce safe work practices, and make sure everyone goes home safely
- Manage site activities including excavation, shoring, piling, dewatering, and restoration
- Oversee and operate heavy machinery: excavators, loaders, dozers, skid steers, etc...
- Keep the job moving – track progress, maintain productivity, and deliver quality work
- Coordinate subcontractors, deliveries, and field logistics
- Travel to project sites as needed (approximately 35% overnight travel)

Qualifications

- Field-proven experience leading crews in heavy civil, environmental, or restoration work
- You lead by example by being hands-on, dependable, and focused on doing the job right
- Dedication to jobsite safety and teamwork
- Clean driving record and reliable transportation (CDL Class A is a plus)
- Comfortable working outdoors in all weather conditions and performing physical labor
- OSHA 40-Hour HAZWOPER certification is a plus
- Must complete pre-employment screenings (background, drug, etc.)

Why Renova

- \$40–\$50 per hour; \$125,000–150,000+ annual (commensurate with experience)
- 100% employer-paid health coverage
- Automatic 4% employer contribution into 401(k)
- Quarterly profit sharing
- Employee Stock Ownership Plan (ESOP) and a culture of shared ownership
- Meaningful projects that benefit communities and the environment
- Opportunities for professional growth and advancement

To Apply

- Send your résumé or a short note about your experience to careers@renovaenviro.com
- Learn more: www.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.