



Skilled Laborer – Environmental & Heavy Civil Construction

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

Renova Environmental Company is an employee-owned heavy civil contractor specializing in environmental remediation, ecological restoration, and water infrastructure. Founded in 2006, we take pride in delivering high-quality, safe, and sustainable projects, driven by a team of dedicated employee-owners.

Key Responsibilities

- This position requires overnight travel approximately 35% of the time.
- Assist with excavation activities, including digging, trenching, and backfilling, using hand tools and power equipment
- Direct traffic safely around the site
- Load and unload materials, equipment, and supplies as needed, ensuring proper handling and storage to maintain a safe and organized work area
- Operate small machinery and equipment, such as compactors, jackhammers, and concrete mixers, under the supervision of experienced operators
- Perform general construction tasks, such as site cleanup, debris removal, and erosion control, to support overall project objectives
- Follow safety procedures and regulations at all times to prevent accidents, injuries, and property damage on the job site
- Communicate effectively with supervisors, equipment operators, and fellow laborers to coordinate tasks and ensure project deadlines are met
- Maintain tools, equipment, and work areas in a clean and orderly condition, performing routine maintenance and repairs as needed
- Adapt to changing work conditions and priorities, demonstrating flexibility and a willingness to take on new responsibilities as required

Qualifications

- Dedication to jobsite safety
- Clean driving record
- Reliable transportation to our shop in Ocean Township, NJ
- OSHA 40 certification a plus, or willing to take classes
- Strong work ethic and willingness to work outdoors in various weather conditions
- Basic understanding of hand and power tools commonly used in construction and excavation work
- Ability to perform physical tasks requiring manual labor, including lifting, carrying, bending, and kneeling, for extended periods
- Ability to follow instructions and work effectively as part of a team to accomplish project goals
- Willingness to undergo background checks, drug screenings, and other pre-employment assessments as required

Why Renova

- \$23-\$28 per hour (commensurate with experience)
- Comprehensive health benefits, PTO, and 401(k)
- Employee Stock Ownership Plan (ESOP) and a culture of shared ownership
- Meaningful projects that benefit communities and the environment

Apply Today

- Send your résumé and cover letter 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.