



Heavy Equipment Operator – 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.
- Safety awareness/dedication to jobsite safety
- Heavy machinery – excavator, wheel loader, skid steer, dozer, dump truck, etc.
- Underground storage tank removal and remediation
- General construction knowledge and power tool operation
- Site work includes excavation, backfill, compaction, and stockpile management
- Clean driving record
- CDL Class A (preferred)

Qualifications

- Dedication to jobsite safety
- Clean driving record
- Reliable transportation to our shop in Ocean Township, NJ
- OSHA 40 HazWoper Training (helpful, but not required)
- 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

- \$30-\$35 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.