San Pasqual Band of Mission Indians
Job Vacancy

Position Title: Laborer	**Posting Date : October 7, 2026**
Position Reports to: Facilities Lead	**Employment Status: Non- Exempt**
Department: Public Works	**Internal Closing Date: October 15, 2026**

Position Summary

Public Works Laborer is an entry-level position that performs a variety of general labor, maintenance, and construction-related duties throughout the San Pasqual Band of Mission Indians Reservation. The position works under the direction of Public Works management and assists Public Works staff with the maintenance and improvement of Tribal facilities, roads, grounds, and other Tribal properties.

Duties may include cleaning and preparing job sites, loading and unloading materials, trash removal, digging and backfilling trenches, basic facility maintenance, and assisting skilled workers and equipment operators. Work is primarily performed outdoors and may require working in various weather conditions and on uneven terrain.

The employee must follow established safety procedures, properly use assigned tools and equipment, and be able to perform physically demanding work.

Principal Duties and Responsibilities

- Perform general labor and assist Public Works crews with daily assignments.
- Clean and prepare construction and maintenance work sites.
- Load, unload, move, and deliver tools, equipment, supplies, and construction materials.
- Assist with digging, backfilling, and compacting trenches, pits, and other excavated areas.
- Assist craft workers, equipment operators, contractors, and other Public Works staff as directed.
- Safely use basic hand and power tools appropriate to assigned duties.
- Set up and remove cones, barricades, signs, and other temporary traffic-control devices.
- Assist with traffic control and flagging when properly trained and authorized.
- Assist with identifying and protecting marked utility locations during Public Works projects.
- Collect and properly dispose of trash, debris, and waste materials.
- Assist with routine cleaning and maintenance of Public Works tools, equipment, vehicles, and work areas.
- Set up and take down ladders and other temporary work equipment when properly trained and authorized.
- Work safely at heights when required, using appropriate fall-protection equipment and procedures.
- Follow all established safety policies, procedures, and supervisor instructions.
- Wear required personal protective equipment (PPE) and properly maintain assigned safety equipment.

- Maintain awareness of surroundings and potential hazards at construction and maintenance work sites.
- Become familiar with roads, facilities, properties, and work locations throughout the San Pasqual Band of Mission Indians Reservation.
- Perform physically demanding work, including standing and walking for extended periods, bending, reaching, climbing, digging, and working on uneven terrain.
- Lift, carry, push, and pull materials and equipment weighing up to 70 pounds, with assistance or appropriate equipment when necessary.
- Maintain a clean, safe, and organized work environment.
- Report unsafe conditions, damaged equipment, or other concerns to a supervisor.
- Operate heavy machinery, including construction vehicles.
- Provide labor support as needed.
- Perform general maintenance of construction equipment and vehicles.
- Maintain landscape by weeding, trimming and watering plants.
- Other duties as assigned.

Qualifications & Skills

REQUIRED EDUCATION / CERTIFICATIONS

- High school diploma or GED preferred.
- Possess and maintain a valid California Driver's License with an acceptable driving record.
- Ability to pass a pre-employment drug screening and participate in random drug testing thereafter.

EXPERIENCE / QUALIFICATIONS / SKILLS

- Must be at least 18 years of age.
- Must be able to use small power tools: weed eaters, hedge trimmers, etc.
- 2+ years' construction industry experience preferred.
- Basic understanding of construction principles and procedures.
- Ability to lift and carry up to 70 pounds.
- Ability to stand, walk, bend, stoop, kneel, climb, and perform physically demanding work for extended periods.
- Knowledge of workplace safety standards and safe operation of tools, equipment, and vehicles.
- Ability to work outdoors in varying weather conditions.

Individuals interested in being considered for this position should email their resume to hr@sanpasqualtribe.org, apply online at https://www.paycomonline.net/v4/ats/web.php/portal/B8DA13884CDB5C1B3AA4580D7D4DD0B1/jobs/293649 , or submit their application in person or by mail to 16400 Kumeyaay Way, Valley Center, CA 92082.

In accordance with the San Pasqual Band of Mission Indians' Policies and Procedures, preference in hiring, transfers, and promotions shall be given to qualified applicants in the following order: 1. San Pasqual Band of Mission Indians Tribal Members. 2. Spouse of an enrolled Tribal Member who contributes to the household 3. San Pasqual Band of Mission Indians Lineal Descendants. 4. Other Native Americans 5. Non-Native Americans

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