STEEL FAB ENTERPRISES

Job Description

Job Title: CDL Class A Driver

Work Location: Steel Fab Enterprises, Inc. Lancaster, PA

Division/Department: Operations/Logistics

Reports to: Operations Manager/Logistics Supervisor

☒ **Full-time** □ **Part-time**	⬜ **Exempt** ☒ **Nonexempt**

Job Description

Steel Fab Enterprises, Inc. is seeking a dependable and safety-focused CDL Class A Driver to transport structural steel, fabricated components, raw materials, and related products to customers, vendors, and job site locations. This position plays a critical role in ensuring on-time deliveries, maintaining customer satisfaction, and supporting overall production and project schedules.

The CDL Class A Driver must operate all vehicles safely, comply with DOT regulations, properly secure loads, and represent Steel Fab Enterprises professionally when interacting with customers, vendors, and the public.

Essential Duties and Responsibilities:

Transportation & Delivery

- Operate tractor-trailers, flatbeds, and other company vehicles safely and in compliance with DOT, state, and local regulations.
- Transport fabricated steel, structural steel, plate, tubing, and related materials to customer sites and designated locations.
- Perform timely pickups and deliveries while maintaining delivery schedules.
- Plan routes and communicate delays, road closures, or delivery issues to management.
- Verify shipment accuracy before departure and upon delivery.
- Obtain customer signatures, delivery receipts, and required shipping documentation.

Vehicle Maintenance & Compliance

- Conduct pre-trip, post-trip, and daily vehicle inspections.
- Complete Driver Vehicle Inspection Reports (DVIRs).
- Report equipment defects, maintenance needs, accidents, or safety concerns immediately.
- Maintain cleanliness of assigned vehicles and equipment.
- Monitor expiration dates and maintain required licenses, medical certifications, and permits.

Safety Responsibilities

- Follow all company safety policies and OSHA requirements.
- Wear required personal protective equipment (PPE).
- Participate in safety meetings and training programs.
- Immediately report incidents, injuries, near misses, and property damage.
- Promote a culture of safety and accountability.

Customer Service

- Maintain a professional image when representing Steel Fab Enterprises.
- Maintain positive relationships with customers, vendors, and job site personnel.
- Provide exceptional service through professionalism, communication, and reliability.

Skills/Qualifications:

- Valid **Class A Commercial Driver's License (CDL)**.
- Current DOT Medical Card.
- Clean driving record with acceptable MVR.
- Minimum 2 years of CDL Class A driving experience preferred.
- Experience hauling steel, construction materials, oversized loads, or flatbed freight preferred.
- Working knowledge of DOT regulations and cargo securement requirements.
- Ability to safely operate forklifts and other material handling equipment preferred.
- Strong attention to detail and commitment to safety.
- Excellent communication and organizational skills.

Physical Requirements:
**Reasonable accommodation may be made to enable individuals with disabilities to perform the essential job functions.*

- Ability to lift up to 75 pounds occasionally.
- Ability to climb, bend, kneel, reach, and secure loads.
- Ability to enter and exit truck cab multiple times throughout the day.
- Ability to work outdoors in varied weather conditions.
- Ability to sit for extended periods while driving.

MEASURES OF PERFORMANCE:

- **On-time delivery rate:** ≥ 98%
- **DOT Compliance: 100% compliance with logs, inspections, and regulatory requirements.**
- **Safety Performance: Zero preventable accidents and cargo securement violations.**
- **Vehicle Inspection Completion: 100% completion of required DVIR's and inspections.**
- **Customer Service Performance: Positive customer feedback and professional conduct.**
- **Load Accuracy: less than 1% delivery discrepancy rate.**
- **Equipment Care: Timely reporting of maintenance issues and proper vehicle upkeep**