TOWN OF POUCH COVE
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JOB DESCRIPTION – EQUIPMENT OPERATOR

Employment Type: Full-Time Permanent

Rate of Pay: $29.05hr - $35.05/hr (Subject to Training Incentives)

Expected Start Date: November 1, 2026

This position is open to male, female, and alternative gender applicants

To apply for the Equipment Operator Position, please submit a cover letter and resume that demonstrates you have the skills, qualifications, experience, positive work ethic, and commitment to succeed in this role. Applications must be submitted by 4:00pm on October 9, 2026 by e-mail to rodneyhynes@pouchcove.ca.

POSITION DESCRIPTION

This position is accountable for the provision of equipment operation and assisting the Lead Hand in his duties and performance of work similar of that of the Lead Hand if, and as the need arises.

SUPERVISION

This position reports directly to the Lead Hand.

JOB DUTIES/RESPONSIBILITIES

The Equipment Operator is responsible for the day to day operations and maintenance of town equipment, roads, water and sewer system, buildings, and other related duties.

DUTIES

- Provide transportation service for material and personnel as required, using town vehicles.
- Provide up to date and accurate and reliable information to the Lead Hand regarding vehicle or equipment incidents.
- Maintains ability and knowledge regarding the operation of equipment, such as a loader, backhoe, dump truck, garbage truck, and miscellaneous tools and equipment.
- Weekly vehicle inspection reports.
- Assist with water leak repair.
- Assist with water and sewer work.
- Assist with safety procedures as per the Town and OHS regulations.
- Plough, salt/sand, and clean roads in the winter season with pick-up, loader, dumptruck, or other equipment.
- Grounds maintenance, as well as recreation facility maintenance.
- Work town events as required.
- Provide daily work sheets
- Must also have the ability to deal with residents and the public in a courteous and respectful manor.
- Participating in continuous improvement projects organized by management

- Assist Lead Hand with day to day operations and maintenance.
- Assisting in infrastructure and/or community improvement projects
- Perform the duties of a Municipal Worker as may be assigned by the Lead Hand
- Assisting with any other duties related to this position for which he/she is deemed competent that may be assigned by the Lead Hand.

ON-CALL

The Equipment Operator will be scheduled for on-call work during the winter months.

EDUCATION/QUALIFICATIONS

The Equipment Operator has a valid driver's license for all town vehicles with an education in Heavy Equipment Operation or equivalent training/experience combination. The incumbent must use alertness and precision when operating town equipment.

- Valid Class 5, 8, and 9A NL Motor Vehicle Drivers license required with clear driver's abstract satisfactory to management. Class 3 will be considered an asset and will be required should the Town obtain equipment that requires a Class 3 license.
- WHMIS – Workplace Hazardous Materials Information System
- Traffic Control Flags Person
- Fall Protection and Confined Space
- Trenching and Excavation
- Powerline Hazard
- Willingness to participate in training/safety certifications when required
- Any related experience is an asset.

TRAINING INCENTIVE PAY

This position is eligible for training incentives. It is expected that incumbent is willing and able to use skills obtained from all Town sponsored training – especially so for those for which training incentives are applied. Inability to use skills associated with training incentives will result in discontinuance of training incentive pay.

WORK HOURS

This position normally works 8:00am – 4:30pm, Monday to Friday, with a 30 minute lunch break. Total regular hours per week equal 40.0. Work outside of these hours is expected as required as per the Collective Agreement.

WORK BENEFITS

This position is subject to additional employment benefits as outlined in the Collective Agreement between the Town of Pouch Cove and the Newfoundland and Labrador Association of Public and Private Employees

NOTICE OF CANCELLATION

The Town of Pouch Cove reserves the right to cancel this posting at anytime without further notice.