



August 4, 2026

The Corporation of the County of Haliburton Requires

TWO (2) TRUCK DRIVER/EQUIPMENT OPERATORS

The County of Haliburton Roads Department is accepting applications from qualified candidates for two vacant permanent Truck Driver/Equipment Operator positions.

The successful applicant must have the following:

- Valid Ontario DZ/AZ Driver's license and a clean driving record;
- Experience in operating trucks, backhoes, loaders and wing plows.
- Must be available for on call as well as work weekends and evenings.
- Excellent interpersonal skills;
- Ability to demonstrate good judgement and communicate effectively with staff and members of the public;
- Proven experience with repair and maintenance of equipment and vehicles.
- The interview evaluation process may include a practical component pending your truck and equipment operating work experience with the County.

The hourly rate for these unionized CUPE Local 1960 positions is \$30.19. These positions include participation in the OMERS defined benefit pension program and employer paid extended health benefits. Please visit our [Careers](#) page for more information.

Please submit a detailed resume indicating your skills and experience no later than **Monday August 24, at 4:30pm**. Please send your resume to:

Sarah Hume, Human Resources Manager
shume@haliburtoncounty.ca

We thank all who apply for this position; however only those selected for an interview will be contacted.

The County of Haliburton is an equal opportunity employer. Accommodation can be provided in all steps of the hiring process, please contact Human Resources for further details.

In accordance with the Municipal Freedom of Information and Protection of Privacy Act, the information gathered will be used solely for the purpose of job selection.



JOB DESCRIPTION

TRUCK DRIVER/EQUIPMENT OPERATOR

POSITION SYNOPSIS AND PURPOSE

Reporting to the Patrol Superintendent, the Truck Driver/Equipment Operator is responsible for the safe operation of heavy equipment such as trucks, backhoes, loaders, and wing plows. This position completes tasks such as maintaining roads, ditching, excavating culverts, and brushing. The Truck Driver/Equipment Operator conducts routine equipment maintenance such as oil and filter changes, plow equipment maintenance, greasing and checking airlines. There is a regular requirement to be on call as well as work weekends and evenings.

MAJOR RESPONSIBILITIES

Description	Approx. Time Spent (%)
Equipment Operation - Operate snow plow, wing plow and sander and help maintain roads during winter. - Operate loader - backhoe, i.e. ditching, excavating culverts and post holes, rock stripping, etc. - Operate loader to load gravel, sand, salt, etc. on own truck. - Drive trucks handling materials, moving equipment with the tag-a-long trailer, plowing snow and sanding in winter.	85%
Equipment Maintenance - Responsible for routine maintenance, oil and filter changes, plow equipment maintenance, greasing, checking airlines. - Check hydraulics, etc. on equipment and trucks. - Maintain snow plow wings, check blades, lights and level of fuel for next day. - Advise mechanic and supervisor of any repairs that need to be done. - Maintain dump trucks and do regular safety and equipment checks.	10%
Miscellaneous Duties - Clean shop floors, maintain work areas, etc. as required. - Flag traffic at job sites. - Perform general labourer duties as required. - Be aware of holes in roads, problem areas, etc. - Request additional training when required. - Stay up to date on Health and Safety issues related to the position and alert supervisor of health and safety concerns.	5%

*Note: All activities are expected to be performed in a safe manner, in accordance with the Occupational Health and Safety Act and its Regulations, along with Corporate Safety policies, procedures and programs. In addition, all necessary personal protective equipment must be used and maintained in good condition.

DECISION MAKING AND INDEPENDENCE

- a) **3 examples of the types of decisions that are made or issues/situations that are dealt with on a regular basis and how judgement is used to resolve them:**
1. Loading trucks and securing loads for transport.
 2. Carrying out routine maintenance properly and according to schedule.
 3. Directing traffic and equipment safely through work areas.
- b) **3 examples of situation or problems that are referred to the supervisor for direction or resolution:**
1. Purchasing parts, tools, etc. required on the job.
 2. Obtaining outside services for repair of equipment.
 3. Deciding whether a road requires additional winter maintenance effort.

REQUIRED TRAINING

- Orientation which includes
 - All Corporate Policies/Procedures
 - WHMIS GHS Training
 - Respect in the Workplace
 - MOL Worker H & S Training
 - AODA
- Additional training includes
 - First Aid
 - Chainsaw

MINIMUM QUALIFICATIONS

- a) **Education**
- Grade 12 or its equivalent
 - Valid DZ/AZ Licence
- b) **Experience**
- 2 years of related experience
- c) **Knowledge/Skill/Ability**
- Knowledge of maintenance and construction operations
 - Ability to operate heavy equipment e.g., tandem trucks, backhoe, grader, loader, combination wing plow.
 - Ability to operate two way radios.
 - Mechanically inclined.

PREFERRED QUALIFICATIONS (asset)

- Chainsaw certificate

WORK SETTING

CONTACTS

Frequency Legend
Constant – every day for most of day
Frequent – daily

Regular – weekly
Occasional – bi-weekly to monthly

Contact	Frequency	Nature of Interaction
Patrol Supervisor	Frequent	Coordinate activities, receive direction
Other Staff	Frequent	Coordinate activities, ensure safety of operations
Mechanic	Occasional	Explain equipment problems, get advice
Operations Manager	Occasional	Discuss policy concerns, provide comments
Supplies, Service Persons	Occasional	Describe equipment problems, obtain parts or tools

WORK CONDITIONS/PHYSICAL/MENTAL EFFORT

Please check off all that apply

Frequency Legend
Constant – every day for most of day
Frequent – daily
Regular – weekly
Occasional – bi-weekly to monthly

1. Hours of Work (Summer: from April to November)

Normal: Monday – Thursday 6:00 a.m. – 4:30 p.m.	☒
Evenings/Weekends: Yes, as required or emergency	☒
On-Call: No	☒
Over-time: As required	☒

Hours of Work (Winter: from November to April)

Normal: 4:00am – 12:30pm, 12:30pm – 9:00am	☒
Evenings/Weekends: Yes, as required or emergency	☒
On-Call: When scheduled (every second weekend)	☒
Over-time: As required	☒

Examples: As required to meet departmental objectives (emergencies & weather events)

2. Work Environment

	Constant	Frequent	Regular	Occasional	Percentage
Indoors	☐	☐	☐	☒	10%
Outdoors	☒	☐	☐	☐	90%
					=100%
Attend internal/external meetings	☐	☐	☐	☐	
Time spend travelling	☐	☐	☐	☐	
Frequency of interruptions	☐	☐	☐	☒	10%

Interaction with irate/aggressive clients/customers	☐	☐	☐	☒	5%
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Examples: Majority of work tasks completed outdoors on a constant basis.

3. Hazards

	Constant	Frequent	Regular	Occasional
Noise	☐	☒	☐	☐
Fumes	☐	☒	☐	☐
Dirt, Dust	☐	☒	☐	☐
Hazardous chemicals	☐	☐	☒	☐
Disagreeable weather conditions	☐	☒	☐	☐

Examples: On work sites

4. Physical Requirements

	Constant	Frequent	Regular	Occasional
Operating and/or maintaining vehicles and equipment	☐	☒	☐	☐
• Standing	☐	☒	☐	☐
• Sitting	☐	☒	☐	☐
• Walking	☐	☐	☒	☐
• Climbing	☐	☐	☒	☐
Requirement to lift objects (max 40 lbs)	☐	☐	☒	☐
Pushing and/or pulling objects to complete tasks	☐	☒	☐	☐
PPE worn on a regular basis (list type):				
• Boots	☒	☐	☐	☐
• Vest	☒	☐	☐	☐
• Hard hat	☐	☒	☐	☐
Types of tools used (list type):				
• Computer	☐	☐	☐	☒
• Mobile Phone, tablet	☐	☐	☐	☒
• Pick up truck	☐	☒	☐	☐

Examples: While completing on work sites.

5. Mental Requirements

	Constant	Frequent	Regular	Occasional
Requires awareness of surroundings	☒	☐	☐	☐
Visual effort required on a concentrated basis	☒	☐	☐	☐
Requirement to listen attentively	☒	☐	☐	☐

Examples: When operating vehicles and equipment and to ensure safety while on work sites.

EXPERIENCE

Competence should be achieved by a new person in one (1) year.

POSITION CLASSIFICATION

Position Title: Truck Driver/Equipment Operator

Department: Public Works

Work Location: Vehicle & Patrol Yards

Reports to (Direct): Patrol Superintendent

Position(s) Supervised Directly: 0

Position(s) Supervised Indirectly: 0

Effective Date: June 2016

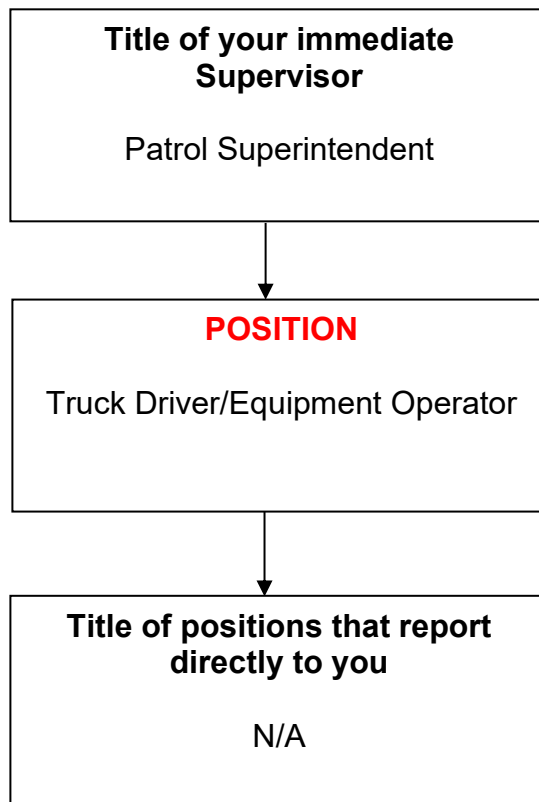
Revision Date: May 27, 2024

Salary Range: \$30.19

Hours Per Week: 40

ORGANIZATIONAL CHART

List the reporting relationship of this position to others within the immediate department.



Note: The foregoing is intended to outline the general description of duties and responsibilities for this position. It is not intended nor should it be interpreted as a complete inclusive description.