



Job Posting

Heavy Equipment Operator

Job Posting #: 2026-01

Heavy Equipment Operator Hourly Rate: \$32.62

Water Operator Class I: \$33.35

PERMANENT – FULL TIME (40hrs/week)

Department: Public Works

The Township of Hamilton is a rural/urban community nestled between Lake Ontario and Rice Lake in Northumberland County, one hour east of Toronto and next door to the Town of Cobourg. With a population of approximately 11,000 residents the Township offers a delightful blend of the Oak Ridges Moraine, active farms, residential subdivisions and estates, historic villages, waterfront, and tourism.

The Township is situated within the traditional territory of the Mississauga Anishinaabeg and Chippewa nations, collectively known as the Williams Treaties First Nations. Our work on these lands respectfully acknowledges their resilience and their longstanding contributions to the area now known as the Township of Hamilton.

All positions in the Corporation of the Township of Hamilton support the Township's vision of making life better every day by creating a vibrant and sustainable township we are all proud to call home. Employees demonstrate empathy and respect in all interactions, are committed to service excellence.

As part of our mission to provide effective and efficient services to our residents, the Township is now accepting resumes for a newly vacated **Permanent Full-Time** position of **Heavy Equipment Operator**. **(Preference is given to those that have their Water Operator I License.)**

What will you do:

- Support the Water Department on a rotating basis.
- Operate heavy equipment in a safe and effective manner in order to minimize the risk of injury, property damage, loss of life, and in accordance with all relevant legislation, policies and procedures.
- Perform daily safety and maintenance checks.
- Clean heavy equipment and perform minor maintenance as scheduled and/or required.
- Ensure heavy equipment is safely and securely stored.
- Complete maintenance request forms and submit to Manager of Road Operations or Roads Foreman for any requirements for maintenance or repair.
- Maintain roads and transportation systems in order to ensure safe roadways within the Municipality.
- Perform winter roadway maintenance including plowing and sanding/salting as required.
- Perform road maintenance including but not limited to ditch brushing, tree removal, sign maintenance, storm sewer maintenance, street sweeping, patching, shoulder maintenance, grading and culvert steaming.
- Prepare roads as part of the surface reconstruction.
- Flag traffic during road maintenance, and as required.
- Monitor and respond to two-way radio as required.
- Ensure cleanliness and safety of facilities by maintaining, cleaning, and promoting the same.
- Promote and maintain a team approach.
- Perform other related duties as required.

What do we expect of you:

- Grade 12 or equivalent education.
- Have a Class I Water Treatment License or able and willing to obtain a Class I Water Treatment License.
- “D” Class license and “Z” Air Brakes in good standing and able to provide a current acceptable driver’s abstract.
- Two (2) to three (3) years’ directly related experience operating heavy equipment.
- Flexible and dependable for on-call emergency situations, stand-by and overtime.
- Knowledge of basic mechanical, electrical theory and instrumentation.
- Ability to prepare detailed reports and maintain neat and accurate operating records.
- Demonstrated knowledge of safe operation of trucks and other heavy equipment.
- Working knowledge of operation of front-end loaders, graders, backhoe and other pieces of heavy equipment.
- Knowledge of equipment maintenance and storage.
- Knowledge of road construction and maintenance techniques.
- Familiar with the Occupational Health and Safety Act and demonstrated ability to operate heavy equipment using safe and standard procedures.
- Excellent customer service and communication skills, both oral and written.
- Traffic Control Person Certification is considered an asset.
- Demonstrated interest in continuous learning.
- Basic computer skills.

Please note: *After reviewing the qualifications listed above, we want you to know that we understand you may not meet all the qualifications described, but we still encourage you to apply, as you may have other relevant expertise and experience that you can bring to the role.*

The Corporation of the Township of Hamilton is an Equal Opportunity Employer. For more information, please review our careers webpage.

The Corporation of the Township of Hamilton is committed to providing barrier-free and accessible employment practices in compliance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please make them known when contacted to schedule an interview and we will work with you to meet your needs.

Interested applicants should forward a PDF copy of their cover letter and resume (one document preferred) in confidence to the attention of hr@hamiltontownship.ca by 4 pm on Monday, January 26, 2026.

The Township of Hamilton does not use artificial intelligence (IA) to screen, assess, or select candidates in its recruitment process. All applications are reviewed and assessed by Human Resources and the hiring manager.

While we appreciate all applications, only those to be interviewed will be contacted. We do not retain unsolicited applications.