

The County of Dufferin is an upper tier municipality which sits on the fringe of the Greater Toronto Area, about 100 km northwest of Toronto. It is largely a rural county with three urban settlement areas. The region is well known for its rivers, rolling hills and excellent outdoor recreation opportunities. The UNESCO World Biosphere Reserve, the Niagara Escarpment and the world famous Bruce Trail, run through Dufferin offering spectacular vistas and hiking opportunities. Home to over 67,000 residents the area boasts fabulous restaurants, shopping and amenities. We are currently recruiting for a:

**EQUIPMENT OPERATOR/LABOURER**  
Permanent Full Time

<b>JOB ID:</b> C26-25	<b>LOCATION:</b> Operations Centre – 635666 Highway 10, Mono & Other
<b>JOB TYPE:</b> Permanent Full Time (Non-Union)	<b>DEADLINE TO APPLY:</b> 4:30 p.m. on February 25, 2025

Reporting to the Operations Working Foreperson, the Equipment Operator/Labourer is responsible for driving trucks and operating heavy equipment in the construction and maintenance of roads, bridges, and signs for the Dufferin County road system. This position is responsible for keeping the roads safe for commuters and the community in general (e.g., plowing winter roads, cleaning roads). This position also responds to inquiries from the public while out on the roads.

**What we can offer YOU!**

- A competitive hourly wage ranging between \$31.40 – \$36.73 (January 1, 2025 Non-Union Pay Grid)
- Enrolment in our comprehensive health benefits program and defined benefit pension plan
- Access to Perkopolis; discount, reward and benefits program
- Access to an Employee and Family Assistance Program
- Unlimited access to live and interactive webinars offered by the Canadian Centre for Diversity and Inclusion (CCDI)
- A supportive and collaborative work environment.

**What you'll do**

- Operate a tandem snowplow complete with sand/salter and wing
- Operate a wheeled loader to load sand and salt on to winter maintenance vehicles and push back snowbanks
- Operate pickup truck for winter road patrol to monitor weather and road conditions and dispatch required maintenance equipment
- Erection and removal of snow fences
- Free drainage ditches and culverts from clogged snow and ice buildup
- Snow removal
- Operate County equipment as assigned in connection with all road construction and maintenance activities
- Perform all routine maintenance including daily safety and maintenance checks
- Respond to emergency calls received from police, utilities and the public; provide support for road closures, inspections and clean up after collisions
- Remove debris from the entire road platform including garbage, rocks, road kill, tire parts, etc.
- Patch potholes using cold or hot mix asphalt
- Grade and re-gravel road shoulders
- Assess road safety and maintenance needs
- Catch basin cleaning and annual inspection
- Install regulatory and warning road signs
- Bridge maintenance work replacing signs and inspecting
- Other duties as assigned

## What you'll bring

- Grade 12 diploma or equivalent
- Valid DZ driver's license required
- First Aid training
- Minimum 2 years of experience operating tandem snow plow-sander combination units and loaders and other heavy construction equipment
- Road construction experience
- Knowledge of road construction and maintenance best practices with ability to adapt practices to complex situations
- Knowledge of Occupational Health and Safety legislation and WHMIS regulations
- Must be capable of completing a variety of work forms and maintain accurate work time records
- Must be compliant with the Commercial Vehicle Operator Registration

The County of Dufferin strives to provide exceptional customer service to all its residents and visitors. To effectively do so, all positions at the County of Dufferin require a commitment to upholding the County's equity mandate through on-going and mandatory training and examining our day-to-day operations and impacts through an equity lens. Therefore, throughout the selection process, candidates will have demonstrated their ability to be anti-racist, equitable, inclusive, and respectful.

## Ready to apply?

Interested applicants are invited to submit a resume and cover letter before the closing date and time to: [hr@dufferincounty.ca](mailto:hr@dufferincounty.ca)

As an organization, we recognize the value of diverse perspectives and lived experiences, and the importance of creating an environment that embraces and supports these. We are committed to creating and fostering a workplace where all employees feel a sense of dignity and belonging. As such, we seek to attract, develop, and retain highly talented employees with a variety of identities and backgrounds, to better reflect the growing diversity of our region.

We actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to:

- First Nations, Métis and Inuit peoples, and all other Indigenous peoples.
- Members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin.
- Persons with visible and/or invisible (physical and/or mental) disabilities.
- Persons who identify as women; and
- Persons of marginalized sexual orientations, gender identities, and gender expressions.

We value the contributions that each person brings and are committed to ensuring full and equal participation for all in our workplace.

All applicants are thanked for their interest. Those chosen for next steps in the selection process will be advised by March 18, 2025 date. Information collected will be used in accordance with the Municipal Freedom of Information and Protection of Privacy Act for the purpose of job selection and will not be used for any other reason. Accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance.