

Welcome to Northumberland County, where you can build a thriving career while making a lasting impact in our communities. We're a forward-thinking organization, setting the standard for county government by providing leadership and support to our municipalities and residents.

We're committed to your growth, offering educational and career development opportunities to help you reach your full potential. Our dedication to diversity, equity, and inclusion reflects the rich communities we serve, driving innovation and excellence in our workforce.

Join Northumberland County and be part of a team that values your growth, supports your well-being, and empowers you to make a difference.

Currently, we are looking to fill the following existing vacancy:

## Operator 2

Permanent, full-time position.

Hourly rate: \$33.66/ hour based on a 40-hour work week (as per the CUPE 1203 collective agreement).

We are providing an opportunity for a highly motivated and energetic person to apply for an Operator 2 position within the Public Works Department.

Reporting to the Supervisor Roads Operations & Construction, duties will include, but are not limited to:

- Hauling materials, supplies, equipment;
- Loading and unloading heavy materials and equipment;
- Applying surface treatment and emulsions;
- Operating complex equipment such as tandem snowplows, backhoe, sweeper truck, grader, excavator, gradall, etc.;
- Operates hand tools and power tools including but not limited to shovels, picks, cutting equipment, chain saws, etc.;
- Inspect and service equipment daily and report defects to Supervisor;
- Perform minor equipment repairs and maintenance;
- Works in accordance with and has competent knowledge of Occupational Health and Safety Act and applicable County Health and Safety policies and procedures;
- Data input into various programs for asset management, tracking hours of work, payroll etc..

Desirable skills include leadership abilities, and a willingness to operate in a team environment. Applicants should have experience in safely operating a dump truck, combination tandem snow plow, backhoe, excavator, gradall and grader.

The ideal candidate will have a minimum Grade 12 education or equivalent and must possess a Class "A" or "D" License with a Z endorsement with a clean abstract and access to a personal vehicle is required. This work is subject to inflexible deadlines on a frequent basis.

Successful applicants will be required to complete equipment testing with a minimum score of **80%** to be considered.

### What Makes a Career at Northumberland County Different?

Unlock your potential: At Northumberland County, your growth matters. We offer professional development and provide opportunities that empower you to excel and advance in your career.

Join a passionate team: Be part of a diverse, inclusive team where collaboration thrives, and every voice is valued. Together, we achieve greatness.

The Best of Both Worlds: Enjoy the beauty of natural living alongside a vibrant, dynamic work environment, offering the perfect blend of career success and work-life balance.

### What We Offer:

- **Comprehensive Health Plans:** We care about your well-being, offering occupational and mental health supports, an Employee and Family Assistance Program (EFAP), and benefits plans for eligible staff.
- **Competitive Compensation:** We regularly review pay equity and compensation to ensure competitive salaries, supporting a livable life.
- **Livable Communities:** Enjoy access to beaches, trails, restaurants, and cultural events. Northumberland County offers a unique combination of natural beauty and vibrant community life.
- **Learning and Development:** Professional development is at the heart of our success, providing opportunities for growth and excellence.
- **Retirement Savings:** We offer the exceptional Ontario Municipal Employee's Retirement System (OMERS), a defined benefit pension plan to help you plan for a stress-free retirement.
- **Employee and Family Assistance Plan:** Our wellness program includes health support and assistance to ensure your well-being.
- **Work-Life Balance:** We offer flexible work options such as compressed working weeks, and potential hybrid work arrangements for eligible positions to encourage the right balance between work, life and play.

### How to Apply:

When emailing your application, please ensure your cover letter, résumé and any other supporting documents are submitted in one file (preferably MS Word (.docx) or Adobe (.pdf)).

A 3-year uncertified driver's record obtained from Service Ontario must be submitted with your resume. **Resumes submitted without an acceptable driver's abstract will not be reviewed.** This work is subject to inflexible deadlines on a frequent basis.

We invite you to submit your application **by 4:30pm on Thursday, May 22, 2025, to:**

Human Resources  
County of Northumberland  
555 Courthouse Road  
Cobourg, ON K9A 5J6  
**Email:** [hr@northumberland.ca](mailto:hr@northumberland.ca)  
Fax: 905-372-3046

Please note that accommodations are available, upon request, to support applicants with disabilities throughout the recruitment process. Please e-mail your request to [accessibility@northumberland.ca](mailto:accessibility@northumberland.ca) or call 905-372-3329 ext. 2327. Alternative formats of this job posting are available upon request.

Personal information collected through the recruitment process will be used solely for the purpose of candidate selection, in accordance with the Municipal Freedom of Information and Protection of Privacy Act.