



*A progressive city of 187,800 people located just a short 30-minute drive from Toronto, the **City of Oshawa** is one of Canada's fastest growing communities that is exceptionally positioned to live, work, learn and invest. Its strategic pursuit of sustainable growth, excellent community service delivery and cooperative partnerships have enhanced its quality of life advantage, while maintaining a strong commitment to financial stewardship.*

Vacancy: Regular Full-Time Operator 4 (Heavy Equipment Operator) **Job ID:** J0226-0251

Department: Community & Operations **Branch:** Parks & Roads Operations Services

Location: Consolidated Operations Depot

Posting Start Date: 2026/02/18 **Posting End Date:** 2026/03/01 by 4:30pm

Employment Group: 250 **Salary Grade:** 10 – \$37.84 - \$39.84 per hour

Standard Weekly Hours of Work: 40.00 **Shift Work Required:** Yes

Job Description

Reporting to the Manager, Roads, Operations Safety & Training and under the direction of the Supervisor, Roads Maintenance and/or Working Foreperson, Lead Hand, operate various pieces of heavy equipment.

Responsibilities:

- Operate and maintain various units of Operations Services equipment such as wheeled and track excavation equipment, rubber tire backhoe/loaders, motor graders, combination plow/spreader trucks, water trucks, sidewalk plows, tractors and other units listed under Type "A", "B", "C" and "D" equipment
- Provide input into the development and improvement of safety procedures.
- Work in accordance with the City of Oshawa's Safe Work Standards, the Ontario Occupational Health and Safety Act, and TSSA Guidelines
- Physically work along with an assigned crew when required

- Perform various duties related to Operations Summer and Winter Control/Call Board activities
- Support and demonstrate the City of Oshawa core values of Authenticity, Courage, and Trust
- Perform other related duties as assigned

Requirements:

- Up to ten (10) years of heavy civil construction/excavating experience with a major emphasis on road building, sewer and water installation, general grading and demolition. Six (6) years of this experience should involve the operation of related heavy equipment with a specialty in the operation of graders, excavators and rubber tire backhoe/loaders
- Possession and maintenance of a valid Ontario Driver's Licence, in good standing (minimum Class "**DZ**"), a driver's abstract showing **no** demerit points, and the ability to pass the Corporation's tests for motor vehicle operation
- Able to climb, lift and move heavy items (80 lbs/approx. 36 kgs). Capable of performing the work assigned in a safe manner.
Working knowledge of and ability to apply relevant safety policies, standards and legislation (Ontario Occupational Health and Safety Act)
- Good communication skills and ability to understand and follow oral and written instructions, which deal with standardized situations like underground utility locates and engineering drawings. Able to complete forms and records relevant to the job
- Good interpersonal skills; common sense and courtesy to deal with the general public and to discuss routine information with colleagues. Neat in work habits which broadens out to the appearance of the worksite, trenches and excavations
- Able to work with minimal supervision; personal qualities of reliability and co-operation. Sound judgement and initiative relating to the need for attendance to matters outside normal working hours, like winter and summer callouts and responding to requests from Fire Services in emergencies
- Willing and capable of training new operators on any piece of equipment
- The job requires you to work scheduled evening and night shifts in accordance with Article 11.05 (c) of the CUPE #250 Collective Agreement

- Must serve on the Operations Summer and Winter Call Board

Apply Online: <https://www.oshawa.ca/city-hall/careers/>

As a condition of employment, the City of Oshawa will require successful candidates to undergo a Criminal Records and Judicial Matters check and an employment medical.

Please be advised that position location as noted is at the time of posting and is subject to change, as required due to operational needs.

We would like to thank all applicants however, please note that only those selected to attend an interview will be contacted and all other applicants will be kept on file. Applicants are advised that written, oral and practical testing may form part of the selection process.

Applicants who are currently employed by the City of Oshawa are asked to clearly indicate their status as an internal applicant in their application. Please ensure that you check your email regularly to receive any correspondence.

The City of Oshawa is situated on lands and waters within the Williams Treaties Territory, home to seven First Nation communities of the Michi Saagiig and Chippewa Anishinaabeg, who have cared for and maintained these lands from time immemorial and continue to do so to present day. [Learn more](#)

We are an Equal Opportunity Employer in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code (OHRC). The City of Oshawa promotes the principles of diversity, equity and inclusion and adheres to the tenets of the Canadian Human Rights Act and the Ontario Human Rights Code. The City of Oshawa encourages applications from women, Indigenous Peoples and persons of all cultures, ethnic origins, religions, abilities, ages, sexual orientations, and gender identities and expressions.

The City of Oshawa will provide accommodations throughout the recruitment and selection and/or assessment process to applicants with disabilities and/or needs related to the OHRC. If you require an accommodation during the recruitment process or assistance with the application process please contact Human Resource Services. Personal information provided is collected under the authority of The Municipal Freedom of Information and Protection of Privacy Act.