



## **Equipment Operator IV - Civic Construction - Training Opportunity (Permanent, Full-Time) - 1947**

### **Close Date**

June 12, 2026

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

*Let's make Kamloops shine! Join our team today.*

### **Position Overview**

There is an exciting opportunity to work as a permanent, full-time Equipment Operator IV – Civic Construction – Training Opportunity in the Civic Construction unit. As an Equipment Operator IV, you will play a key role in supporting civic construction projects by operating and maintaining a variety of heavy equipment with precision and care. This position is responsible for complex equipment operation and skilled construction tasks related to the installation, maintenance, and repair of municipal infrastructure such as roads, water, sewer, and storm systems. If this sounds like a career that interests you, apply today!

Join an inclusive municipality where your work makes a real impact — maintaining and building civic infrastructure means improving day-to-day life for thousands of people in Kamloops.

### The successful candidate must have the following qualifications:

1. Completion of secondary school or its equivalent.
2. B.C. Driver's Licence - Class 1 with air brake endorsement.
3. 750 hours previous experience in the operation, servicing, and maintenance of a backhoe engaged in skilled excavation work in a civil construction setting.
4. Ability to obtain 1500 hours of previous experience in the operation, servicing, and maintenance of a backhoe engaged in skilled excavation works around deep underground City and third-party utility infrastructure.
5. Minimum of six months previous experience driving large mobile equipment in a municipal setting, including three months experience operating a loader.

For new hires, and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes a police information check.

A comprehensive benefits package is included with this position. This is a CUPE local 900 position.



Please note, this position is posted along side the fully qualified Equipment Operator IV – Civic Construction (permanent, full-time) position, Req #1946. Our preference is to hire a fully qualified candidate, however, if no candidates are deemed fully qualified, we may hire from this training opportunity.

For further information on the Equipment Operator IV – Civic Construction Training Opportunity position, please see the attached job description for the fully qualified position. For further information on the details around the training opportunity please see the attached terms and conditions.

### Awarding of Training Opportunity:

To be successful for this training opportunity, applicants must meet the above requirements. Applicants are able to participate in a maximum of two training opportunities within the Department.

### On-the-Job Experience and Training:

The successful candidate for this opportunity will be gaining experience towards becoming a fully qualified Equipment Operator IV – Civic Construction. The exact length of the training opportunity may vary based on the previous experience of the successful candidate and the length of the position but will be a maximum of one-year.

### Pay Rate:

The successful applicant for this training opportunity will receive the pay rate of Pay Grade 9 (Outside), \$35.591 (2025 rate) per hour to start. After successful completion of 1500 hours of experience in the operation, servicing, and maintenance of a backhoe engaged in skilled excavation works around deep underground City and third-party utility infrastructure, the incumbent will move to a pay rate of Pay Grade 10 (Outside), as a fully qualified Equipment Operator IV – Civic Construction.

### Time Commitment to the Position:

The successful candidate will be required to remain in the Equipment Operator IV – Civic Construction position for a minimum of the amount of time it took the candidate to become fully qualified.

### Probationary Period:

The probationary period for this position will be a maximum of six (6) months.

### **Hourly Rate**

\$35.591 (2025)

### **Hours & Days of Work**

Monday-Thursday: 7:00 am-5:00 pm

### **Hours per Week**

40

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email [hr@kamloops.ca](mailto:hr@kamloops.ca) or in person at 6-510 Lorne Street so we can better support you.

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at [kamloops.ca/careers](http://kamloops.ca/careers).

## Training Opportunity Terms & Conditions

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The City of Kamloops encourages career development and professional growth for its employees. Training postings (including training opportunities and "in-training" postings) allow staff the prospect of moving into an area of the City operations that they may not otherwise have the experience or qualifications to bid into.

To support this, the parties have adopted the following terms and conditions for training postings. To illustrate your acceptance of the terms and conditions, please initial each item, date and sign at the bottom.

### 1. MANAGEMENT/EMPLOYEE RESPONSIBILITIES \_\_\_\_\_

The City recognizes that there is a joint responsibility for the development and success of the trainee. It is management's obligation to regularly monitor and assess the trainee's work to ensure that they are completing the requirements of the training. It is the employee's obligation to meet the commitments of the training posting, attend any training or educational sessions required and to participate in applicable duties at the workplace.

### 2. TRAINING TERMS \_\_\_\_\_

Training terms may vary in length, based on the amount of experience that the successful qualified applicant brings to the position.

### 3. ACCESS TO TRAINING \_\_\_\_\_

Employees will be allowed to access a maximum of three training types (training opportunity and/or in-training) during their employment with the City. The third training type, apprenticeship, will have a maximum of one opportunity.

Where the situation exists for an employee to pursue multiple opportunities related to a particular career path within a Division, consideration will be given on a case by case by the Employer to waive the access restrictions.

### 4. EMPLOYEE COMMITMENTS \_\_\_\_\_

- a) Employees must commit to the training term stated on the posting.
- b) After completion of the training term, employees must remain in the position for the commitment term stated on the posting.

- c) For a period of one year after completing the training term, employees (unless they are otherwise employed full-time outside of the classification), must accept any vacant shifts that should arise in the classification they have been trained in if that shift remains vacant after a posting or bid meeting process.

Any employee who does not fulfill the commitments of a training posting through their own actions will not be allowed access to any other training types in the future.

**5. SENIORITY FOR TRAINEES** \_\_\_\_\_

New employees hired for a training position will not obtain seniority during their probation period. If a trainee passes their probation period, seniority will be calculated as per the Collective Agreement and given to the employee at that time.

**6. LAYOFF AND RECALL FOR TRAINEES** \_\_\_\_\_

The trainee will be laid off before junior, fully qualified incumbents in the classification. The trainee will be recalled last after junior, fully qualified incumbents in the classification.

**7. TRAINEE PROBATIONARY PERIODS** \_\_\_\_\_

The probationary period for employees in training opportunities will be six (6) months. As per Article 10(i), for existing employees, the trainee will be returned to their former position if they fail their probation. As per Article 10(d)(iii), the employment of externally hired employees may be terminated at any time during the probation period at the absolute discretion of the employer, provided however, that such discretion is not used in an arbitrary, perverse, or capricious manner.

The Union has agreed to consider requests for longer probationary periods based on the length of the training term and/or a trainee's progress.

Employees with seniority, who have passed their probation period but do not fulfill the commitments of a training posting will forfeit the right to return to their former position but will be placed on an unpaid leave of absence and allowed to use their seniority for one year to bid on another position in the organization.

**8. OVERTIME CALL OUT**

In the event of an overtime call out, fully qualified staff will be called first. Trainees may be considered at management's discretion.

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date