



Employment Opportunity

Heavy Equipment Operator - Parks and Facilities

Department: Community Services and Human Resources
Status: Full-time, Existing Vacancy
Compensation: \$66,102.40 to \$79,851.20
Location: Township of Puslinch, Ontario

POSITION OVERVIEW

Reporting directly to the Supervisor of Parks and Facilities and the Supervisor of Public Works and Fleet, this role is responsible to perform activities related to the operation and maintenance of the Township's parks and facility infrastructure and fleet services.

KEY DUTIES & RESPONSIBILITIES

- Ensure the safe and efficient operation of Township equipment, including heavy machinery for road maintenance and construction, forestry operations, storm water drainage systems, and winter control activities.
- Oversee the installation, removal, and maintenance of roadway and parks signage to ensure compliance with safety and regulatory standards.
- Perform daily safety and maintenance checks on equipment.
- Provide the safe operation of Township equipment relating to lawn maintenance, ball diamonds and associated equipment.
- Performs maintenance and upkeep of facility grounds, including routine lawn care, trimming, and gardening; removal of litter, debris, and yard waste; and seasonal duties such as snow clearing and ice control to ensure walkways, entrances, and outdoor areas remain safe, clean, and accessible.
- Perform regular inspections and minor repairs to fences, bleachers, outbuildings and playground areas.
- Conduct daily safety inspections and maintenance checks on equipment to ensure optimal functionality and prevent operational disruptions.
- Remove debris, litter, fallen branches, damaged signs, and other obstructions from roadways and public spaces.
- Engage in routine maintenance activities and address any identified repair needs promptly to ensure the continued performance and reliability of Township assets.
- Maintain and service Township Small Drinking Water Systems to ensure regulatory compliance and safe water quality.
- Perform scheduled water sampling and analysis to monitor water quality and ensure adherence to safety standards

- Keep precise and comprehensive records related to infrastructure, fleet, and water systems maintenance for accountability and operational efficiency.
- Operate within the framework of departmental policies, procedures, and standards, ensuring full adherence to legislative and regulatory requirements to minimize corporate liabilities and manage risk effectively.
- Contribute to identifying and implementing best practices related to departmental activities, focusing on continuous improvement, efficiency, and cost-effectiveness.
- Undertake additional duties and special projects as assigned, demonstrating flexibility and adaptability in various tasks.
- Adhere to the Occupational Health and Safety Act and Regulations, as well as the Township of Puslinch Occupational Health, Safety, and Workplace Violence Policy, ensuring compliance with established industry guidelines.
- Respond to after-hours emergency calls as necessary, demonstrating readiness and problem-solving skills.
- Participates in the Township's Training and Development Program and Annual Goal Setting Program as required.

SKILLS & QUALIFICATIONS

- Excellent verbal and written communication skills.
- Excellent interpersonal skills and customer service skills including the ability to work effectively in a team environment.
- Strong organizational and problem-solving skills.
- Heavy Equipment Operator Certificate considered an asset.
- Minimum 3 years' experience in a related environment.
- First Aid/CPR Certificate.
- Valid WHMIS Certificate
- Temporary Traffic Control (Book 7)
- Chain Saw Certificate
- Operation of Small Drinking Water Systems Certificate.
- Knowledge of applicable legislation including the Ontario Health and Safety Act.
- Sound judgment and excellent decision-making skills.
- A valid DZ driver's licence with 5 years driving experience and a good driving record.
- Computer experience with MS Office (Word, Excel, Outlook)

WORKING CONDITIONS

- Generally outdoor environment.
- Occasional exposure to conflict situations.
- Moderate to heavy physical activity.
- Must be able to work after hours or when deemed necessary to meet deadlines and deal with crises.
- Participate in rotational on-call duties and be prepared for shift work during winter control periods, as required

- Shift work is required, including days, afternoons, night and weekends.
 - Summer: 7:00 a.m. to 4:30 p.m.
 - Winter: 7:00 a.m. to 3:30 p.m. or 11:00 a.m. – 7:00 p.m.

Applicants are invited to submit a cover letter and resume by no later than 4:00 p.m. on July 16, 2026.

ATTENTION: HR Department, Township of Puslinch, 7404 Wellington Road 34, Puslinch ON N0B 2J0. E-mail: hr@puslinch.ca or F: (519) 763-5846. Please respond by one method of application only. **No phone calls please.** Personal information in relation to the recruitment and hiring process is collected under the authority outlined in the Municipal Freedom of Information and Protection of Privacy Act.

The Township is an equal opportunity employer. We thank all applicants for their interest, however, only those selected for an interview will be contacted. Accommodation for disabilities is available for all parts of the recruitment process. Applicants must make their needs known in advance. If you require an accessible format, please contact hr@puslinch.ca.