

Equipment Operator IV - Civic Construction - Training Opportunity (Permanent, Full-Time) - 1990

Close Date

August 10, 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 – 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.

This opportunity is in the amazing city of Kamloops which offers the perfect balance of career growth and quality of life. We are known as Canada's Tournament Capital and are one of Canada's fastest growing cities! Nestled in the heart of British Columbia's stunning interior, Kamloops is known for its warm climate, outdoor adventure, and vibrant community. Whether you enjoy hiking, biking, skiing, golfing, and many more activities – Kamloops has something for every outdoor enthusiast—right at your doorstep. With short commutes, friendly neighborhoods, and a lower cost of living compared to major urban centres, Kamloops makes it easy to find your work-life balance.

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 #1991. 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 and the attached training opportunity terms and conditions.

This is a unionized position with CUPE Local 900; check out our Collective Agreement (2024 - 2025) for full details (ratified 2026 Collective Agreement coming soon). As this is a unionized position, all qualifications must be met in order to be shortlisted for the position.

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), \$36.659 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

\$36.659

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 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.