

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 1, Road Operations (Days & Nights)

Permanent, full-time

Hourly rate: \$32.58/hour (based on a 40-hour work week).

Work Location: Cobourg Depot: 60 Elgin Street, Cobourg, Ontario/ Morganston Depot: 4218 County Road 25, Castleton, Ontario.

We are providing an opportunity for a highly motivated and energetic person to apply for an Operator 1 position within our Public Works Department. **This position will be required to work a combination of six (6) months nights and six (6) months days.**

The operational shifts for this position are:

- Night shift, Sunday to Friday (10:00pm-6:30am) from November to April.
- Day shift, Monday to Thursday (6:30am-5:00pm) from May to October.

Duties will include, but are not limited to:

- Hauling materials, supplies, and equipment;
- Loading and unloading heavy materials and equipment;
- Operating complex equipment such as tandem snowplows, dump truck, and loader;
- Inspect and service equipment daily and report defects to the Supervisor, Road Operations and Construction;
- Perform minor equipment repairs.

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 snowplow, and loader. Experience operating a backhoe, grader and excavator would be an asset. This work is subject to inflexible deadlines on a frequent basis.

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. An acceptable driver's abstract must be submitted with your application. Applications submitted without an acceptable driver's abstract will not be reviewed.**

The successful candidate will be required to submit a satisfactory criminal background check prior to the commencement of employment.

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

At Northumberland County, you'll find endless opportunities for growth, a supportive team, and a perfect balance between rewarding work and natural living —join us and make a difference in a place where your career and well-being truly matter.

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)).

We invite you to submit your application **by 4:30pm on Thursday, August 27, 2026**, to:

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

We thank all applicants for their interest, however, only those selected for an interview will be notified.

Our hiring process does not include AI screening. Recruiters review all results.

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 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.