

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 – Roads

Seasonal, full-time position (November 2026 to May 2027)

Hourly rate: \$32.58 per hour based on a 40-hour work week.

Work Location(s): Cobourg Depot: 60 Elgin Street, Cobourg, Ontario/ Morganston Depot: 4218 County Road 25, Castleton, Ontario / 10142 County Road 45, Roseneath, Ontario.

Working within the Public Works Department, this position fills an existing vacancy. You will haul materials, supplies, and equipment, load and unload heavy materials, perform minor road repairs, plow snow using a combination tandem snowplow and perform other winter maintenance activities. This position is primarily night shift and may include some day shifts.

Qualifications & skills:

- High school diploma or equivalent.
- **Valid Class A or D driver's license with Z endorsement.**
- Strong mechanical aptitude with ability to perform routine vehicle maintenance.
- Demonstrated organizational skills with strong oral and written communication abilities.
- Strong work ethic.
- Ability to work in a fast-paced environment.
- Ability to work nights and on-call.
- Must be able to work with little supervision; must be self-directed.
- Ability to work well independently and as part of a team.
- Proven experience operating a dump truck, combination tandem snowplow, and loader.
- Adhere to all applicable safety standards and comply with applicable legislation.
- Previous snowplowing experience is an asset.

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.

How to Apply:

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

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). Please also indicate

in your cover letter your preferred method of contact: text, email, or phone call.

We invite you to submit your application **by 4:30pm on Tuesday, September 29, 2026**, to:

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

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.