

The Opportunity

Due to an upcoming retirement, Lacombe County is looking for an experienced **Gravel/Roads Lead Hand**.

Reporting within the Operations Department, this position supports the County's ongoing maintenance gravel program by monitoring County roads year-round and patrolling County roads to help determine winter snowplowing needs to ensure safe road conditions.

The Lead Hand works the day shift during the spring and summer months and switches to the night shift during snow plowing season (typically late fall to early spring). Spring, Summer, Fall hours 6:45 a.m. to 5:00 p.m. and Winter hours 9:00 p.m. to 7:00 a.m. (all weather dependent).

Key Responsibilities

- Coordinate the maintenance gravelling program:
 - Create and maintain all gravel maps and provide the Maintenance Supervisor with the maps as required. Maintain detailed log books and maps.
 - Organize and direct the truck drivers at the gravel site. Perform traffic safety at job sites and inform the drivers of potential hazards.
 - Record gravel quantities applied and maintain accurate records of spread locations.
- Coordinate the snow plowing requirements:
 - Patrol the County roads at night to determine the needs for maintenance or snow removal.
 - Dispatch the plow operators as required.
 - Plow the administration building parking lot when required.
- Perform daily and routine safety and maintenance checks of the County vehicle. Advise the Maintenance Supervisor of any required maintenance or repairs.
- Comply with all safety policies, procedures, and operational standards. Switch from working the day shift to working the night shift, as required.

Key Qualifications

- Strong verbal communication and active listening skills, with the ability to clearly communicate instructions and effectively coordinate work crews.
- Sound knowledge of workplace health and safety practices and procedures.
- Ability to work safely and effectively outdoors in varying weather conditions and over diverse terrain.
- Physically capable of performing the duties of the position, including lifting and carrying up to 50 lbs.
- Possess and maintain a valid class 5 driver's license.

SUCCESS GROWS *here!*

Lacombe County is committed to maintaining a vibrant, healthy, safe, caring and inclusive work environment. We hire great people who are looking to contribute to our respectful workplace. We support a work-life balance and offer an excellent compensation package including:

- A Pension for Life! Permanent positions participate in the Local Authorities Pension Plan, a defined benefit pension where a monthly pension is paid to you for life upon retirement.
- A comprehensive group health and dental plan *plus* an annual health/wellness spending account.
- Annual vacation pay that increases with each year of employment, 5.2% stat pay, and more.

To express interest, please forward your application no later than **8 AM, October 8, 2026**, to: hr@lacombecounty.com.

We thank all applicants for their interest; however, only those invited for an interview will be contacted.

Please note: All applicants must be legally entitled to live and work in Canada. Resumes will be reviewed as they are received.

Lacombe County is committed to protecting the health and safety of its employees and has a Substance Abuse Prevention Program Policy. This position is considered a safety/sensitive position.

The successful applicant will undergo Pre-Employment Drug and Alcohol Testing.