



## **The Municipality of Bayham**

is seeking one (1) qualified persons for the position of

### **Temporary Public Works Equipment Operator**

This unionized position, for the 2026/2027 winter season, reporting to the Roads Operations Supervisor, will operate mainly as a winter weekend patroller and a snowplow relief operator along with other various municipal vehicles and equipment including tandem trucks equipped with snow plowing equipment. The position also carries out all types of physical works and repairs to equipment, associated with roads and snow plowing.

Qualifications will include the following:

- Secondary School Education
- Knowledge of Road construction/maintenance techniques
- Three (3) years' experience working with tandem trucks equipped with snow plowing equipment
- Valid "DZ" driver's licence

The starting rate of pay for this unionized position is \$24.38 per hour (2026 rate). Regular hours of work will vary Friday to Sunday a minimum of 12 hours and may be up to 40 hours per week but must be available for weekend shift duties.

To apply, deliver your resume by 11:00 AM Monday October 19, 2026 to:

Steve Adams  
Manager of Public Works/Drainage Superintendent  
Municipality of Bayham  
P.O. Box 160  
56169 Heritage Line  
Straffordville, ON  
N0J 1Y0

E-mail address: [sadams@bayham.on.ca](mailto:sadams@bayham.on.ca)

The Municipality of Bayham is an Equal Opportunity Employer.

If you require accommodation at any time throughout the employment activities process, please contact us at: 519-866-5521, [accessibility@bayham.on.ca](mailto:accessibility@bayham.on.ca) or by visiting [www.bayham.on.ca](http://www.bayham.on.ca) and we will make every effort to provide appropriate assistance pursuant to the Municipality of Bayham Employment Activities Accommodation Policy.

Personal information collected in response to this notice will be managed in accordance with the requirements of the Municipal Freedom of Information and Protection of Privacy Act, and will be used only to determine eligibility for employment.

**MUNICIPALITY OF BAYHAM  
JOB DESCRIPTION**

|                                                     |                                                                               |
|-----------------------------------------------------|-------------------------------------------------------------------------------|
| <b>Position Title:</b>                              | Public Works Winter Seasonal Temporary Patroller/Operator                     |
| <b>Department:</b>                                  | Public Works                                                                  |
| <b>Reports To:</b>                                  | Manager of Public Works<br>Road Operations Supervisor<br>Public Works Foremen |
| <b>Position Status:</b>                             | Part time                                                                     |
| <b>Location:</b>                                    | Works Yard, 8354 Plank Road, Straffordville ON                                |
| <b>Pay Method:</b>                                  | As per collective agreement                                                   |
| <b>Eligible for Group<br/>Benefits &amp; OMERS:</b> | No                                                                            |
| <b>Normal Work Week:</b>                            | 12 Hours per work week guaranteed, may be up to 40 Hours                      |
| <b>On Call Required:</b>                            | Yes                                                                           |

**POSITION SUMMARY**

**DUTIES and RESPONSIBILITIES**

***Operations***

1. To work under the direction of the Road Manager, Roads Supervisor and the Roads Foreman/Lead Hand and alongside of other Municipal employees as a team member.
2. Record keeping and basic computer skills for both day to day records on Machine Maintenance and Personal records.
3. Must be able to read and write and respond to both verbal and written instructions.
4. Able to perform but not limited to:
  - Winter operations (including snow plowing, removal of snow, patrolling, preparing winter equipment).
  - Operation of a wheel loader, Dump trucks (Manual and Standard transmissions) pickups and trailers.
  - Assist in Maintenance activities and Construction projects of the Roads and Buildings.
  - Shall be able to operate any piece of light equipment (Chainsaw, Cutoff saws, Packers etc.) and perform jobs involving physical labor.
5. Able to be aware of the condition of the equipment, and the ability to perform basic maintenance practice.

6. If the availability of an individual permits and funding is available training on Construction, Winter Maintenance and Health and Safety may be required to the individual.
7. Work under the agreement of Canadian Union of Public Employees Local 35.4
8. To maintain and renewal of the employees AZ or DZ license covered under the collective agreement.
10. To promote good public relations with the public and fellow employees.
11. The ability to work shift work and overtime as required. Including Nights, Mornings, Afternoons, Weekends and Holidays.

### **Health & Safety**

- Advises immediate supervisor of any potential or actual danger to health and safety of a worker which he/ she is aware.
- Ensure that equipment, materials and protective devices are functioning in a safe manner.
- Working in accordance with divisional health and safety procedures.
- Working in accordance with the Ontario Occupational Health and Safety Act and Regulations
- Support activities and initiatives outlined by the Joint Health and Safety Committee.

### **Conduct & Inclusiveness**

All employees are expected to conduct themselves in a civil, respectful, courteous and professional manner with all co-workers and ratepayers including:

- Accept and treat equally all employees of different backgrounds including origin, age, race, ethnicity, gender and sexual orientation.
- Maintain the highest ethical standards.
- Contribute to the efforts of the team and offer assistance as needed, whether or not such assistance falls within the normal duties of job.
- Cooperate freely.
- Make every effort to maintain smooth operations of the municipality.
- Be honest, trustworthy, reliable and dependable in fulfilling all duties.
- Take direction from and work cooperatively with management.

## **EDUCATION, SKILLS and EXPERIENCE**

### **Secondary School Education**

Successful achievement and maintenance of the following designations and certificates: Certified Roads Supervisor First Level designation, Mahoney Road School and/or Anderson Road School Certificate.

Valid and satisfactory DZ, AZ drivers' licences.

Strong knowledge of Provincial legislation and policy that affects the operation of Municipal public works, as well as working knowledge of road maintenance, construction and design, and vehicle and equipment maintenance.

The ability to work effectively as a member of the Municipal team.

Strong interpersonal, communication skills and public relations skills. Ability to deal effectively with external contacts and with the public as a Municipal public works representative.

### CORE COMPETENCIES

#### All Employees:

- Teamwork & cooperation
- Work ethic
- Initiative & action
- Manage time
- Client service orientation

#### Specific to Management Employees:

- Empower
- Mentor
- Manage performance, talent & succession
- Build & sustain relationships
- Integrity
- Excellence & accountability
- Make decisions using professional judgement
- Organize
- Plan
- Innovate

#### Specific to Roads Operations Supervisor:

- Resolve conflict
- Work under stress
- Oral communications
- Solve problems

### PHYSICAL DEMANDS and WORKING CONDITIONS

Work is typically performed outdoors, with frequent driving required. Frequently exposed to inclement weather or hazardous working environment. Occasionally required to perform computer work.

Incumbent is required to deal with complaints from the public on a daily basis and be able to report directly to the Manager, Roads Supervisor or Roads Foremen/ Lead hand.

Work is subject to frequent demands and shifting priorities.

May be required to work overtime and unusual hours to respond to emergency situations in a timely manner.

### CONTACTS

Internal: Public Works Manager (daily)  
Public Works Supervisor (daily)  
Public Works Foreman/Lead-hand (daily)

External: Members of the public (daily): To provide information while ensuring polite relations.

Public Relations: Communication with members of the public (i.e.: general inquiries).

**REVIEW/APPROVAL**

|                              |  |              |
|------------------------------|--|--------------|
| <b>Current Incumbent(s):</b> |  | <b>Date:</b> |
| <b>Department Head:</b>      |  | <b>Date:</b> |
| <b>CAO/Clerk:</b>            |  | <b>Date:</b> |