



TOWN OF GANDER
HEAVY EQUIPMENT OPERATOR ELIGIBILITY LIST
Competition TOG#2026-014

The Town of Gander is seeking applications from qualified individuals interested in becoming part of the Town's Heavy Equipment Operator (HEO) workforce.

This competition will establish a Heavy Equipment Operator Eligibility List that will remain active for a period of six (6) months from the date of establishment. The list may be used to fill permanent, seasonal, and temporary backfill positions, subject to operational requirements and the provisions of the Collective Agreement.

The eligibility list serves as a prequalification of current and future opportunities and does not guarantee employment.

Position Overview

Heavy Equipment Operators are responsible for the safe and efficient operation of municipal equipment and perform a variety of skilled and semi-skilled duties associated with the maintenance, construction, repair, and operation of municipal infrastructure and services.

Successful candidates may be assigned to a variety of operational functions, including: Winter maintenance and snow clearing; Roadway and sidewalk maintenance; Water, wastewater, and stormwater infrastructure maintenance; Construction and repair projects; Parks, grounds, and public space maintenance; Equipment transport and material handling; Emergency response operations; and Other Municipal Works functions as required.

Heavy Equipment Operators are expected to operate assigned equipment safely while working as part of a team dedicated to delivering essential municipal services.

Typical Duties and Responsibilities

Duties may include, but are not limited to:

Operating loaders, graders, backhoes, excavators, dump trucks, and other municipal equipment; Operating snow-clearing and ice-control equipment and attachments; Performing excavation, backfilling, grading, loading, hauling, and material placement activities; Assisting with water, sewer, and storm infrastructure installations and repairs; Conducting pre-operational equipment inspections; Performing routine cleaning and minor maintenance of equipment; Completing labour-intensive work associated with municipal operations; Assisting with traffic control and work zone safety; Supporting emergency response and after-hours operations when required; Working safely in accordance with Town policies and occupational health and safety requirements; and Performing other related duties as assigned.

Qualifications

Applicants must possess:

Required

High School Diploma or equivalent; Completion of post-secondary Heavy Equipment training program; Valid Newfoundland and Labrador Class 3 and 5 driver's license with endorsements 8 & 9; Satisfactory driver's abstract; Demonstrated experience operating heavy equipment; Ability to perform physically demanding work in all weather conditions; Ability to work independently and cooperatively as part of a team; Strong commitment to workplace safety.

Preferred

Preference may be given to applicants possessing:

Formal heavy equipment operator training; Municipal operations experience; Snow and ice control experience; Standard First Aid/CPR certification; Experience operating multiple equipment types including graders, loaders, excavators, and backhoes.

Assessment Process

The Town is committed to a modern and flexible recruitment process focused on identifying qualified candidates who can contribute effectively to municipal operations.

The assessment process may include:

Review of qualifications, licences, certifications, and experience; Driver's abstract review; Structured interview; Practical equipment operation assessment; Evaluation of municipal operations and winter maintenance experience; Reference checks; and any other job-related assessment deemed necessary by the Town.

Applicants may be assessed on one or multiple pieces of equipment.

Eligibility List and Future Appointments

Successful applicants will be placed on a Heavy Equipment Operator Eligibility List for a period of six (6) months.

The eligibility list may be used to fill:

Permanent Heavy Equipment Operator positions; Seasonal Heavy Equipment Operator positions; and Temporary backfill positions arising from employee absences, leaves, injuries, training requirements, or other operational needs.

Appointments from the eligibility list will be made as vacancies arise and will be based on operational requirements, qualifications, demonstrated ability, and the provisions of the Collective Agreement.

Placement on the eligibility list does not constitute an offer or guarantee of employment.

The Town reserves the right to utilize the eligibility list for the duration of the six-month period and may conduct additional job-related assessments where required.

Working Conditions

Successful applicants must be prepared to:

Work outdoors in all weather conditions; Work overtime, weekends, holidays, and shift schedules as required; Participate in emergency and after-hours operations; Perform physically demanding work; Operate equipment safely in varying environmental conditions; and respond to operational needs during significant weather events and emergencies.

Conditions of Employment

Any employment offer will be conditional upon:

Satisfactory references; Satisfactory Certificates of Conduct, including Criminal Record and Vulnerable Sector checks where required; Successful completion of any required assessments; and Compliance with all Town policies, procedures, and Collective Agreement provisions.

Salary: Unionized position, \$28.71/hr

Interested and qualified applicants are invited to submit their **cover letter and resume** on or before Sunday, October 25, 2026, to the attention of:

Human Resources

Town of Gander
100 Elizabeth Drive
Gander, NL, A1V 1G7

Email: humanresources@gander.ca

Please note: The Town of Gander appreciates all applicants for their interest, however, only individuals selected for interviews will be contacted.

Competition Purpose

This competition is intended to establish a qualified Heavy Equipment Operator eligibility list to support the Town of Gander's future staffing requirements and provide an entry opportunity into the Town's municipal operations workforce, subject to the provisions of the Collective Agreement.