

TOWN OF THORNTON

JOB TITLE: Heavy Equipment Operator

DEPARTMENT: Highway

STATUS: Full-Time, Non-Exempt

LABOR GRADE: 7

Position Purpose:

Performs a variety of routine skilled and unskilled manual laboring duties involving the construction, repairing, cleaning, plowing and maintenance of Town roads and the maintenance of vehicles and equipment.

Essential Functions:

- Performs road maintenance, including sweeping, cold patching, shoulder work, and mowing; cleans ditches and culverts; cuts trees.
- Loads and hauls excavation material and gravel.
- Performs varied duties in the construction, reconstruction, and summer and winter maintenance of Town roads, culverts, and storm sewers.
- Responds to emergency conditions caused by ice and snow storms, flooding, wind storm damage, and other situations affecting the safe and expeditious flow of traffic on Town roads.
- Loads trucks with sand, rock dirt, loam, pipe, equipment attachments.
- Operates heavy trucks, with or without attachments such as plows, sanders and other equipment.
- Operates rollers, mowers, excavator, loader and all equipment owned by the Town.
- Snow plowing of town roads as well as plows and removes snow from Town parking lots, sands and salts lots, maintains plow equipment, clears downed trees, and repairs roads as necessary.
- Performs routine vehicle and equipment maintenance and repairs.
- Supervises part-time and seasonal employees in the absence of the Road Agent and/or Assistant Road Agent.
- Performs similar or related work as required, directed or as situation dictates.

Recommended Minimum Qualifications:

Education, Training and Experience:

High School Education and sufficient experience to understand the basic principles relevant to the major duties of the position, usually associated with experience in operating and repairing heavy equipment, or an equivalent combination of education and experience which demonstrates possession of the required knowledge, skills and abilities. Possession of, or ability to readily obtain, a valid NH CDL-B with endorsements for equipment used by the Town.

Knowledge, Ability and Skill:

Knowledge: Knowledge and level of competency commonly associated with completion of specialized training in the field of work, in addition to basic skills typically associated with a high school education.

Ability: To work independently during winter storms and make good judgment calls; to be available to respond to emergency situations and seasonal needs; to use hand and power tools.; to perform manual labor and make minor repairs on equipment; to perform frequent strenuous physical effort under adverse weather conditions; read and follow state and local laws, rules, regulations and policies and procedures; to detect errors in equipment operations and maintenance; to establish and maintain effective working relationships with employees, officials, consultants, contractors and the public.

Skills: Proficient in use of various public works equipment.

Physical Requirements:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work requires employee to traverse rough or uneven territory when performing departmental activities; may occasionally lift and/or move objects weighing up to 60 pounds such as tools/equipment, supplies and construction objects. Accesses all levels of a construction site/building/structure, traverses uneven terrain, and enters and exits from vehicles. Manually operates all tools and vehicle controls. May spend a large portion of shift walking, sitting, standing, stooping, kneeling crouching or crawling. Communicates verbally. Vision and hearing at or correctable to normal ranges.

Supervision:

Supervision Scope: Supervises part-time and seasonal employees in the absence of the Road Agent and/or Assistant Road Agent.

Supervision Received: Works under the general direction of the Road Agent or his designee and in accordance with applicable New Hampshire Laws, town policies and relevant state, federal, and local regulations and standards. Follows established work plan and completes work in accordance with established departmental policies and standards; issues are referred to supervisor.

Job Environment:

- Work is performed in outdoors with exposure to variable outdoor weather conditions and hazards associated with construction sites and public works projects; on call for various emergencies.
- Regularly operates trucks, heavy equipment required in the Town's operation, highway construction and maintenance and utilizes pneumatic tools, power and hand tools.
- Errors could cause damage or delay; errors in some instances could jeopardize personal or public safety to include injury and loss of property and have legal and/or financial ramifications.

(This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.)