



Roads Maintainer

People, Place, Prosperity

Working within our Strategic Plan, **Cambridge Connected**, and committing to our values of Integrity, Respect, Inclusiveness and Service, the successful candidate will work together to help the City of Cambridge achieve our vision: A place for people to prosper – alive with opportunity.

Job Profile

There are two openings for Roads Maintainer working within the Infrastructure Services Department, Operations Division. Reporting to the Supervisor of Roads, the following will apply:

What you will be doing

- Snow hauling
- Asphalt-related repairs and maintenance of roads
- Concrete related repairs and maintenance of sidewalks, curbs, catch basins, and manholes
- Performs construction duties relating to Water Restoration
- Landscaping repairs and restoration activities
- Sign obstruction tree trimming
- Traffic control activities
- Leaf collection duties including hand raking and operation of single and tandem axle dump trucks.
- Roadside debris collection
- Street sweeping operations
- Park trail Maintenance duties including operation of a chainsaw and hand pruners.
- Capable of working Winter maintenance night shift.
- Capable and available for standby duties as required for winter maintenance.

Education

Grade 12 High school graduation (Proof of Diploma will be required)
Plus additional program/course(s) of up to six months or equivalent.

Minimum Requirements

- Preference will be given to candidates with 3 to 4 years of work-related experience in a similar role
- DZ Valid Driver's License in good standing, with a driver's abstract acceptable to the City (4 or less demerit points may be considered acceptable).
- A reliable self-starter, able to make decisions, function with minimal supervision, and work as part of a team.
- Basic understanding of and experience with computers and work order systems.
- Ability to operate small maintenance tools and hand tools
- Capable of working Winter maintenance night shift
- Capable and available for standby duties as required for winter maintenance
- Overtime requirement is a condition of employment
- **Must meet requirements of Physical Demands Analysis for position**
- **Police Criminal Record and Judicial Matters Check required.**

Hours of Work

Number of Hours Per Week: 40 Hrs./week,

As required: Day Shift: 7:00 a.m. to 3:00p.m, Monday to Friday

As required: Night shift 11:00pm to 7:00a.m, Sunday to Thursday

Standby Duties / Overtime / Winter Night Shift: Preference will be given to candidates who can report to work within 30 minutes of being called when performing stand-by or on-call duties.

Overtime, Stand-by duties and the ability to work Winter Night Shift as required are an expectation of employment.

We will ask you for these items if you are hired

Confirmation that you are physically able to perform the essential duties of the position, as assessed through our third party provider, prior to commencement in the position.

Current and valid Police Criminal Record and Judicial Matters Check to be provided prior to commencement in this position.

Proof of your current and valid certificate(s) and/or educational qualifications.

Valid DZ driver's license

Worker Health and Safety Awareness Training Certificate from the Ministry of Labour

Your compensation

This position is located within our CUPE 32 (outside workers union) compensation salary schedule Job Grade 4 and has an hourly rate of pay is as follows (2025 Rate):

Starting Rate: \$31.49 per hour

12-Month Rate: \$32.46 per hour

24-Month Rate: \$33.44 per hour

Comprehensive Benefits package include , health, dental etc included. OMERS (Ontario Municipal Employee Retirement System) Plan included.

Advertisement expiration date

Interested candidates should apply at www.cambridge.ca/careers. This posting will close on December 10, 2025.

Accommodation needs and protection of privacy

The City of Cambridge recognizes and appreciates diversity and inclusion enhances our public value commitment.

We strive to create an accessible and inclusive experience and encourage all qualified people to apply, including and especially people from equity-deserving groups. Qualified applicants will receive consideration for employment with honour and respect toward their individual dimensions of diversity.

We strive to remove barriers that may prevent qualified applicants from fully participating in the recruitment and selection process. Accommodation in accordance with the Ontario Human Rights Code and other applicable legislation is available throughout all stages of the recruitment and selection process. Contact HRServices@Cambridge.ca to make your needs known in advance.

For more information on our Employment Equity, please read our full [policy](#).

Personal information collected in relation to the recruitment process is collected under the authority outlined in the Municipal Freedom of Information and Protection of Privacy Act and used solely to determine eligibility for employment with the City of Cambridge only.