



The Corporation of the City of St. Thomas - Environmental Services Department has a vacancy starting in January 2026 for a:

Medium Equipment Operator

Roads & Transportation Service Area
Permanent, Full-Time - CUPE Local 35

Job Posting #1124-10-25

Division/Department: Roads & Transportation/Environmental Services

Reports to: Supervisor of Roads & Traffic

Location: Various locations throughout the City

Hours: 40 hours/week; Monday to Friday, Overtime and On-Call as required

Union Affiliation: CUPE Local 35

Position Summary

Under the general supervision of the Supervisor of Roads & Traffic and technical direction and guidance of the Roads Lead Hand, performs various tasks of inspecting, maintaining, and repairing the City's transportation network and related infrastructure within approved policies and guidelines, and in compliance with legislative requirements, through the operations of construction and maintenance related equipment.

Primary Duties and Responsibilities

1. Operates various machinery, tools and equipment required to maintain road and related infrastructure including loading and spreading materials, operating construction machinery and trucks, and conducting seasonal roadside maintenance.
2. Operates winter control equipment including snowplows, trucks with/without spreaders, loaders, backhoes, and sidewalk plows as required within established operating procedures in accordance with applicable policies and standards to ensure regulatory compliance.
3. Performs snow shoveling, sanding and salting of bus stops, crossing guard and other locations.
4. Load, transport, unload and stockpile road construction and maintenance materials.
5. Performs road construction processes such as laying asphalt, placing & compaction of road bases with proficiency using appropriate methods and procedures.
6. Performs forming and finishing concrete sidewalks, curbs, approaches, and bridge decks with proficiency.
7. Completes inspections and repairs in accordance with the Minimum Maintenance Standards and reports/documents situations that require attention.
8. Installs and maintains regulatory, warning, and information signs in accordance with the Ontario Traffic Manual as directed.
9. Installs and removes traffic data collection equipment.

10. Reacts to and contains industrial/vehicle spills within the road allowance and waterways.
11. Clears brush and trees from roadways during/after storm events or as otherwise required.
12. Pickup and disposal of garbage, needles, dead animals and other debris, as required.
13. Installs, removes, and operates within proper traffic control procedures in accordance with Ontario Traffic Manual Book 7 (Temporary Conditions).
14. Performs general maintenance work including carpentry, masonry, and general labour.
15. Performs other road and related maintenance activities including, but not limited to, line painting, bridge washing, shouldering, street sweeping, roadside mowing, guardrail repair, transit stop maintenance, turf repair, graffiti removal, etc.
16. Completes and ensures Daily Work Activity Report/Log are completed both manually and/or electronically, pre and post trip inspections are completed, and any deficiencies are reported to their supervisor.
17. Maintains facility, tools, equipment and vehicles in a clean and tidy condition.
18. Performs routine maintenance on equipment, including but not limited to, fuel and lubricate (oil and grease) equipment and make minor repairs (ie. sharpening, changing blades). Removing and installing buckets, brooms, harnesses, and plows.
19. May occasionally perform utility locates, as needed.
20. Completes and maintains departmental paperwork through field sheets and/or electronic devices including inspection and activity logs, work orders, maintenance record keeping, patrol records and weather conditions.
21. Comply with all applicable regulations and requirements of the Occupational Health & Safety Act, The Highway Traffic Act, Federal and Provincial regulations, including Corporate, departmental, and divisional, policies, procedures and operating plans.
22. Participates in all Health & Safety requirements deemed necessary by the Corporation while performing duties, as well as any legislated training/certification required to carry out activities.
23. Performs such other related duties as may from time to time be prescribed by the Supervisor and/or Manager. Work may be in other departments for emergencies, temporary shortage of staff, lack of work in employees' department, training opportunities, etc.
24. May be required to act as a Lead Hand on a project as assigned by the Supervisor of Roads & Traffic
25. Participates in training/seminars as required by the Supervisor and/or Manager.
26. Participates in the Master Rotation Schedule including the after-hours and weekend on-call system.
27. Provides excellent customer service when dealing with resident's inquiries and concerns.
28. Performs other such related duties, responsibilities, and functions as may be assigned.

Qualifications & Experience

Ontario Secondary School Graduation Diploma. Must obtain Chainsaw Safety Certification within 1 year of hire. Must obtain T.J. Mahony Road School Certificate within 3 years of hire. Courses from C.S. Anderson Road School is considered an asset. Two (2) years demonstrated experience in road construction, maintenance, operation, traffic control procedures and operation of equipment including, but not limited to, loaders, skid steers, backhoes, single or tandem-axle trucks with snowplow equipment, sidewalk machines and attachments, compressors, hand and power tools.

Knowledge/Skill/Abilities

1. Strong technical knowledge of road and transportation related practices applicable Provincial regulations, construction methods and maintenance techniques.
2. Thorough knowledge of traffic control and procedures in accordance with Ontario Traffic Manual Book 7 (Temporary Conditions) for the safe performance of duties.
3. Working knowledge of the Occupational Health & Safety Act.
4. Must have knowledge and ability to use personal protective equipment (PPE).
5. Must have good hand-eye coordination, mechanical aptitude, alertness, and safety consciousness.
6. Must be comfortable working in close proximity to heavy equipment, traffic and in adverse conditions.
7. Demonstrated ability to operate equipment.
8. Knowledge and ability to perform minor repairs on equipment, and to maintain equipment and/or vehicles in a clean, tidy, and safe condition.
9. Ability to use or learn to use technical devices related to the position.
10. Must have ability to communicate effectively, professionally, and courteously with all levels of staff, developers, contractors, and the general public.
11. Must be able to follow instructions, work independently or in a team environment.
12. Ability to complete forms, schedule, checklists, reports and maintain accurate records.

Other

Ontario Driver's Abstract required

Must possess a valid "G" Ontario Driver's Licence and access to reliable transportation

Must possess a valid "D" Ontario Driver's Licence with "Z" endorsement

Ontario Traffic Manual Book 7 – Temporary Conditions

Corporate Orientation and Health & Safety Training

Valid First Aid/CPR

Satisfactory Police Records Check

Working Conditions

1. Physical dexterity and light to heavy activities including digging, lifting, operating equipment and driving.
2. Works in close proximity to heavy equipment, traffic, and in adverse conditions.
3. Required to work outside in typically unfavourable road and weather conditions.
4. Exposure to physical hazards and contrasting weather conditions including but not limited to blizzards, whiteouts, ice storms, fog, sun exposure, machine heat, unpredictable traffic etc.

5. Must be capable of performing physically demanding duties and repetitive manual labour.
6. Ability to drive in difficult driving conditions for long periods of time.
7. With appropriate safety precautions, must be able to tolerate dusty, noisy, and odorous conditions.
8. Works independently, undertakes a variety of tasks and performs them with minimal supervision.
9. Required to work beyond the normal hours of work and be a part of the on-call rotation.
10. Must be able to respond to emergencies within a reasonable period of time.
11. May be required to work within other Service Areas.

Remuneration: \$30.81 per hour (2024 rate) working a 40 hour work week plus a comprehensive benefit package.

Applications must be received on or before Sunday November 2, 2025 at 11:59 p.m.

HOW TO APPLY:

Go to www.stthomas.ca – Employment, Employment Opportunities. Go to Posting Title and click the 'Apply Now' button. You may need to register/create a Login.

Please import/upload your COVER LETTER AND RESUME individually (i.e. pdf, word) and ensure you have attached all documents prior to submitting your application.

Note: You may be required to answer Qualification questions during the application process.

The City of St. Thomas is an equal opportunity employer. Accommodations are available for all parts of the recruitment process. If you require accommodation to apply or if selected to participate in an assessment process, you must provide your accommodation needs in advance. Questions may be directed to the Human Resources Department at 519-631-1680 ext. 4146.

Although we appreciate all applications received, only those selected for an interview will be contacted.

Personal Information on this application is collected under the authority of the Municipal Act., R.S.O. 2001, as amended, and will be used to determine eligibility and suitability for employment with the City of St. Thomas.