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Town of Aurora
Employment Opportunity
Corporate Services

Division of Human Resources

Flex Operator 1/2/3 (CUPE 905.01)

Employment Type: Full Time Contract, CUPE (January - October 2026 approx.)
Location: Aurora, Ontario
Salary Range: $29.22 to $33.43 hourly
Vacancy Reason: (Temporary Replacement)
Closing Deadline: December 15, 2025

The Town of Aurora is located in the heart of York Region and just 30 kilometers north of Toronto. Our vision is to become a progressive community with a small-Town charm and our mission is to deliver exceptional services that make people proud to call Aurora home. Our workforce is talented, diverse, and committed to fostering a culture that exemplifies teamwork, embraces innovation, and values diversity, equity, and inclusion to achieve mission excellence. It is important that our workforce reflects the citizens we serve. Come join us at the Town of Aurora, "You're in Good Company".

Position Summary

In this unique, full time hybrid position, reporting to the Flex Supervisor, the successful candidate will work seasonally splitting the year between our Parks Division and Roads Division.

This is a unionized position comprised of a 40 hour work week. The successful candidate may be required to work, days, afternoon and overnight shifts including weekends. Standby is a mandatory requirement of this position. When on standby, you must be available 24 hours per day as scheduled.

Responsibilities

Parks Division: This position is responsible to perform maintenance construction and/or repair work related to park, open space, water course, sports field layout and facility areas within the Town including operation of various mowers and equipment, turf/sports field maintenance, weed spraying, park furniture/equipment inspection, maintenance and repair, horticulture/plantings programs, and maintenance. You will also prune, plant and removes trees including removing obstructing branches, training and tree form, dead wood removal and preparing planting sites.

Roads Division: This position is responsible to perform routine inspections and patrolling the municipalities roadways and sidewalks to observe both weather and road conditions in the field and electronically to determine if a winter event response is required in accordance with Provincial Maintenance standards. Additionally, you will be responsible to perform winter operations including road and sidewalk maintenance, snow plowing and removal when required. You will also be responsible for maintenance, construction and/or repair work related to roads, road allowances, storm sewers, storm water management areas, catch basins, ditches, sidewalks, curbs and Public Works facility areas. The Flex Operator is accountable for the operation of trucks, street cleaning machine(s), front-end loaders, snow blowers as well as other hand and power equipment. **You must be available to work overnight shifts from 11:00pm – 7:00am, Wednesday to Sunday seasonally, from January to April every year.**

Qualifications

- Minimum of high school diploma or equivalent and a Class DZ license in good standing.
- Working knowledge of parks-related equipment operation and maintenance and the ability to operate related machinery and tools. You must be able to safely operate 6-ton dump trucks, have experience operating a combination dump truck front plough and side wing as well as heavy equipment such as a backhoe, loader and sidewalk machine for snow removal activities.
- Strong organization, record keeping, interpersonal and work prioritization skills and the ability to deal courteously and effectively with the general public, staff and other departments.

- Strong comprehension of applicable Health and Safety regulations and principles, and practical knowledge of the safe operation of related equipment.
- Knowledge of various weather and road related software applications and record keeping is considered a strong asset for this position.
- Available to work various shifts including but not limited to standby/on call including evenings and weekends including 24 hour on call as scheduled.

Successful applicants to this position will be required to provide a **Police Criminal Record Check, Driver's Abstract and CVOR** that is satisfactory to the Town prior to their start date at the applicants' own cost.

If you are interested in joining our dedicated team of municipal professionals, please visit our Jobs - Town of Aurora page and apply to the position directly.

The Town of Aurora is an equal opportunity employer that is committed to an inclusive, barrier-free recruitment and selection processes and work environments. We are committed to recognizing and celebrating the diversity of opinion, talent and expertise that make each person unique. We thank all applicants and advise that only those selected for an interview will be contacted.

Applicant information is collected in accordance with the Municipal Freedom of Information and Protection of Privacy Act and will be used to determine qualifications for employment with the Town of Aurora. Questions about this collection of personal information should be directed to the Human Resources Division at 905-727-3123.

Artificial Intelligence Transparency Notice

At the Town of Aurora, we are committed to transparency and fairness in our recruitment process. While we utilize a recruitment system (ADP Workforce Now) with Artificial Intelligence (AI) powered capabilities, we do not currently use AI technology to screen, assess or select applicants relating to the recruitment process. While our system is equipped with AI tools, we prioritize a human-centered approach to recruitment. All candidate evaluations are conducted through direct human interaction, ensuring that hiring decisions are based on a thorough review of qualifications, skills, experience, and corporate cultural fit. We remain committed to transparency, fairness, and compliance with all relevant legislation, including Bill 149, in order to protect the rights and privacy of all applicants.