



POSITION DESCRIPTION

1. Position Title:

Road Maintenance Employee

2. Reporting Relationship:

Reports directly to the Working Roads Foreman. Working Roads Lead Hand will provide direction to this position, as delegated by Working Roads Foreman.

3. Positions Supervised:

None

4. Scope of Position:

Under the supervision of the Working Roads Foreman, carries out the daily maintenance and construction activities relating to Public Works Operations as determined to establish practices and policies of the Township and the statutes of Ontario.

5. Responsibilities

- 5.1 Assists in all aspects of the day to day general operations of the Public Works Department as required. May perform a variety of road maintenance and construction duties such as but not limited to, clearing brush, trimming branches, setting up road signs and barricades, traffic control including flagging and directing traffic, snow plowing/removal, road grading, moving, hauling and loading of materials and debris, filling potholes, cleaning equipment, cleaning yard, removing trash from parks/roads, mowing right-of-ways, shoveling/spreading material and asphalt, sign replacement, culvert and catch basin installation, general labour work, winter road condition assessment and any other job-related duties.
- 5.2 Operates various tools and equipment in a safe manner used in roads related infrastructure (e.g. sidewalks, bridges, guardrails) in accordance with Municipal objectives and Standard Operating Procedures. The Roads Operator is responsible for safely operating specialized light to heavy duty equipment assigned such as but not limited to, chain saws,



shovels, rakes, two-way radios, air hammers, jack hammers, water pumps, weed eaters, traffic control devices, tandem dump truck (with or without attachments), grader, backhoe, front-end loader, tractor, pickup truck, roller and other job-related equipment.

- 5.3 Performs routine preventative maintenance of vehicles and equipment; inspects vehicles and equipment to ensure that they are in a mechanically satisfactory condition to be operated safely.
- 5.4 Works with other municipal employees in a team environment on various construction and maintenance projects associated with the Public Works Department.
- 5.5 Performs and maintains accurate and proper records and documentation of vehicle and equipment inspection reports, maintenance logs, road patrols, and other road maintenance activities in accordance with the established practices and policies of the Township and statutes of Ontario.
- 5.6 Refers unusual situations to the attention of the Supervisor including unsafe working conditions, road safety concerns and other public safety issues so that appropriate action may be taken.
- 5.7 Ensures work is being carried out with sound judgment and in a safe manner and advises the Working Roads Foreman of the existence of any potential or actual danger to health and safety of a worker which he/she is aware. Adheres to the Township of Southwold Health and Safety Policies.
- 5.6 Refers unusual situations to the attention of the Supervisor including unsafe working conditions, road safety concerns and other public safety issues so that appropriate action may be taken.

6. Authority of Position

Authority limited to direction provided and to operating within established departmental policies and procedures.

7. Working Relationships

7.1 With the Working Roads Foreman

Receives direction and guidance.



7.2 **With the Working Roads Lead Hand**

May receive direction and guidance

7.3 **With Other Staff Members**

With other co-workers for the purpose of sharing information to complete work assignments. Usual cooperation and courtesy.

7.4 **With the Public**

With the general public to provide information while ensuring polite and tactful relations.

8. **Required Knowledge and Skills**

8.1 Secondary school graduation diploma or equivalent

8.2 Minimum one (1) year experience in equipment operation

8.3 Maintains a valid current drivers license with a minimum DZ Rating, maintains clean driving record acceptable to the Township's insurance carrier. Maintains a clean CVOR license record.

8.4 Must be able to read and write English and keep accurate records, understand and be able to respond to both verbal and written communications.

8.5 Basic knowledge of construction and maintenance techniques (formal equipment operation training would be considered an asset) as well as established policies and procedures of the Township of Southwold and the Maintenance Standards (Province of Ontario, County of Elgin and Township of Southwold) is required.

9. **Physical Skill and Effort**

Good physical condition to operate most equipment and perform laborious activities as required. Strength and mobility to work in a typical field or shop maintenance setting, including operating hand and power tools; stamina to perform sustained physical labour, including standing, walking, climbing, and working in confined or awkward spaces; strength to lift and maneuver materials and equipment weighing up to 50 pounds unassisted; vision to read printed materials; and hearing and speech to communicate in person, over a radio or telephone.



10. Working Conditions

The employee regularly works in outside weather conditions and in roadways with exposure to physical hazards and inclement weather conditions such as heat, blizzard, ice storms, rain, etc. Usual job sites are located within road allowances with heavy equipment thus exposing the employee to vehicular traffic and high noise levels. Materials handled by the employees such as fuels, asphalt, and garbage etc. expose the employee to fumes, airborne particles, sharp tools and insects.

The normal working week is 40 hours. Position is required to work overtime and unusual hours in order to handle road emergencies and poor weather conditions with the possibility of call-outs after regular hours for maintenance and winter control including nights, weekends and holidays as required. The employee must be able to respond to call-outs after regular hours within 0.5 hours of being called.

11. Decision Making/Judgment

Work is performed under the direction of the Working Roads Foreman.

Errors in judgment may reduce the Working Roads Foreman's effectiveness and may result in safety hazards to the public or co-workers, increase cost, inconvenience the public and embarrass the Township.

