



Department of Public Works

Notice of Employment Opportunity

Public Works Heavy Equipment Operator

Salary Range: \$26.77- \$31.23 per Hour DOQ

The Town Manager's Office is seeking applications for the position of a full-time Heavy Equipment Operator in the Department of Public Works. A job description for this position is attached.

Application forms may be obtained at the Public Works Department, 675 Simonds Road, Williamstown, MA. Applications will be accepted until the position is filled.

The Town of Williamstown is an Equal Opportunity Employer.

Robert Menicocci, Town Manager

Posting Date: Friday, April 18, 2025

Town of Williamstown, MA
Department of Public Works
Heavy Equipment Operator Job Description

Definition

Conduct all necessary tasks related to the operation and maintenance of town roads, storm drains, snow removal, earthwork, tree maintenance, traffic control, and other associated duties as required.

Supervision

Work under the general supervision of the Public Works Operations Supervisor.

Execute assigned responsibilities and duties in alignment with established procedures and techniques. Exercise independent judgment in assessing conditions and determining appropriate repair methods, while adhering to safety protocols.

Job Environment

Work is performed in all weather conditions. Operate trucks, snowplows, spreaders, backhoes, front end loaders, excavators, power tools, hand tools, chain saws, mowers, trimmers, shovels, rakes, and brooms, etc. Have occasional contact with the public requiring tact and sensitivity. Able to follow instruction and cooperate with colleagues. You must wear supplied safety equipment when needed or directed.

The position involves routine contact with customers, other Town employees, and contractors, which requires courteous behavior.

Essential Functions

The essential functions or duties listed below are intended only as illustrations of the diverse types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

Support the maintenance and enhancement of town-owned properties and equipment. Proficient in operating large trucks and earth-moving machinery. Available outside of regular business hours for snow plowing and other urgent tasks requiring immediate attention.

Responsible for the care and maintenance of all tools and equipment. Performs similar or related work as required or as situation dictates.

Recommended Minimum Qualifications:

Education and Experience: High School graduate. One to three years of experience relating to road maintenance and construction is preferred but not required. An equivalent combination of education and experience will be considered.

License Requirements:

A valid Commercial Driver's License Class B with air brakes endorsement, Class A preferred. Tanker endorsement preferred.

Within six months of the hire date the applicant must obtain a Class 2A Massachusetts Hoisting License. The Town reimburses the applicant for the license once obtained.

Additional Licenses Preferred:

Massachusetts Hoisting License Class 4E and 4G: Employees holding both licenses will be compensated an additional \$0.50 per hour. These licenses can be obtained during employment with the Town of Williamstown. The Town reimburses for the licenses once obtained. Candidates must possess a valid Massachusetts Hoisting License Class 2A to qualify for the additional pay.

Knowledge, Ability, and Skill preferred but not required. Will train: General knowledge of the principles, procedures, and techniques of the maintenance of asphalt and gravel roads, storm water systems, snow removal, earth work, tree work, traffic control and all other work associated as required.

Ability to work on a team and take instructions well. Adhere to all safety standards and protocols. Ability to work calmly and effectively in emergency situations. Ability to perform heavy physical labor for extended periods of time under adverse conditions. Ability to read design plans and construction drawings.

Skill: Able to operate equipment pertinent to the job.

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 essential functions.

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.