

EMPLOYMENT OPPORTUNITY – CORPORATION OF THE TOWN OF HANOVER POSTING #2026-29 WINTER EQUIPMENT OPERATOR (Contract, Casual, On-Call)

The Town of Hanover is seeking skilled and dependable individuals to join our team as Contract Winter Equipment Operators. In this role, you will help maintain safe roads, sidewalks, and municipal parking lots throughout the winter season by operating snow removal equipment and supporting winter maintenance operations, generally between the months of November and April.

Position Responsibilities

Winter Equipment Operators perform winter maintenance activities on an on-call, as-needed basis. The position is responsible for the safe operation of snow removal equipment, including trackless sidewalk machines, loaders, and potentially graders and plow trucks to support the Town's winter maintenance program. Winter Equipment Operators also assist with basic equipment inspections, maintenance activities, record keeping, and compliance with all applicable safety requirements, policies, and procedures.

Note: Snow clearing often occurs in the very early hours of the morning, typically beginning around 3:00am, and/or more frequently as required to achieve maintenance standards.

A comprehensive position description detailing the role, responsibilities and functions is enclosed.

This posting is intended to fill an existing vacancy.

Knowledge, Skills, Experience & Certifications

- Valid Ontario 'G' License required at minimum for non-licensed vehicles and licenced vehicles up to 4600kg GVW
- Valid Ontario 'D' License required for licensed vehicles over 4600kg GVW
- Valid Ontario 'DZ' License required for licensed vehicles over 4600kg GVW with air brakes
- Experience operating heavy equipment such as loaders, sidewalk machines and snow plows.
- Experience in road operations an asset.
- Thorough working knowledge of equipment operations and maintenance procedures, Occupational Health and Safety Act, WHMIS, relevant legislation/guidelines/policies and procedures, labour relations, and the local community
- Excellent interpersonal, communication and organizational skills
- Attention to detail, time management and planning skills are necessary.
- Ability to work primarily independently, but also in a team environment
- Ability to interact politely and effectively with the general public
- Ability and willingness to maintain fitness for duty, including remaining free from impairment that could affect the safe performance of job responsibilities.
- Must be physically capable of completing the job requirements of the position in varying weather conditions.

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- Ability and willingness to maintain availability for winter maintenance operations, including snow and ice control activities, shift work, call-outs, and emergency weather response as required.
- Demonstrated reliability, punctuality, and consistent attendance to support operational requirements.
- Must possess a Criminal Record and Judicial Matters Check, Driver Abstract and CVOR with results satisfactory to the Town of Hanover.

Compensation

Anticipated remuneration begins \$26.70 per hour.

Application Instructions

Qualified applicants are invited to submit a cover letter and resume quoting Posting #2026-29 by email, mail, or in person by 4:00pm on Wednesday, November 4, 2026 to:

Town of Hanover
341 10th Street, Hanover ON N4N 1P5
t 519.364.2780 | f 519.364.6456
hr@hanover.ca

The Town of Hanover is an equal opportunity employer that values diversity. Accommodations are available throughout the recruitment process. Applicants must self-identify and make their accessibility needs known in advance. We thank all applicants for their interest; however, only those individuals selected for an interview will be contacted. Artificial Intelligence (AI) is not used to screen applications. Information is collected solely for the purpose of job selection under the provisions of the Municipal Freedom of Information and Protection of Privacy Act.

Job Description

Prepared: December 2018

Revised: October 2026

Reviewed By: Director, Public Works

Position Title: Contract Winter Equipment Operator

Department: Public Works

Reports To: Public Works Foreman

Supervises: Directly: None
Indirectly: None

Position Status: Seasonal, Contract, Non-Union

Location: Public Works Yard, 70 14th Avenue

Pay Method: Hourly

Normal Work Week: Varies – on call, as needed basis

Management Status: Non-management

Remote Work Eligibility: Not eligible

Position Summary

The Public Works Contract Winter Equipment Operator operates snowplowing equipment when required to achieve the objectives and goals established by the Public Works Department.

Duties and Responsibilities

Operations

- a) Operates equipment such as trackless sidewalk machine, loader, snowplow truck or grader for snow clearing of streets and municipal parking lots.
- b) Assists with equipment maintenance and repair.
- c) Monitors and adds fluids, oil, and lubricates to equipment.
- d) Advises Public Works Foreman on any required fleet maintenance and repairs.
- e) Completes a variety of logs and records of equipment usage, areas of work and actions taken.

Health & Safety

- a) Conducts all functions and responsibilities in accordance with Occupational Health & Safety Act (OHSA) requirements as they apply to employees. Implements and abides by all legislative provisions and municipal policies, procedures and guidelines to promote a safe and compliant work environment.

Other

- a) Complies with all relevant legislation, and bylaws, policies and procedures of the Municipality.
- b) Performs all other duties and responsibilities as assigned.

Education, Skills and Experience**Education/Training/Certifications/Licences:**

- Valid Ontario 'G' License required at minimum for non-licensed vehicles and licenced vehicles up to 4600kg GVW
- Valid Ontario 'D' License required for licensed vehicles over 4600kg GVW
- Valid Ontario 'DZ' License required for licensed vehicles over 4600kg GVW with air brakes

Experience:

- Experience operating heavy equipment such as loaders, sidewalk machines and snow plows.
- Experience in road operations an asset.

Skills and Abilities:

- Thorough working knowledge of equipment operations and maintenance procedures, Occupational Health and Safety Act, WHMIS, relevant legislation/guidelines/policies and procedures, labour relations, and the local community
- Excellent interpersonal, communication and organizational skills
- Attention to detail, time management and planning skills are necessary.
- Ability to work primarily independently, but also in a team environment
- Ability to interact politely and effectively with the general public
- Ability and willingness to maintain fitness for duty, including remaining free from impairment that could affect the safe performance of job responsibilities.
- Must be physically capable of completing the job requirements of the position in varying weather conditions.
- Ability and willingness to maintain availability for winter maintenance operations, including snow and ice control activities, shift work, call-outs, and emergency weather response as required.
- Demonstrated reliability, punctuality, and consistent attendance to support operational requirements.
- Must possess a Criminal Record and Judicial Matters Check, Driver Abstract and CVOR with results satisfactory to the Town of Hanover.

Physical Demands and Working Conditions

- Requires operating equipment/vehicles for extended periods of time.
- Working conditions involve field work in view of the public, exposure to occasional noise, fumes/gas/odours, vibrations, inclement weather conditions, mechanical hazards, dust/dirt and pesticides and exposure to public criticism.
- Incumbent may be required to deal with complaints from the public and on occasion may encounter people who are irate.
- Must have good vision, distance vision, peripheral vision, depth perception and the ability to focus.
- No defined normal work hours. Contract position is for an on-call, as needed basis, including weekends. The weather conditions and requirement for additional help will determine the hours required.

Contacts

Internal: Public Works Staff
 Public Works Foreman
 Director of Public Works

External: General Public
 Suppliers and Contractors
 Utility Companies

Public Relations: None

Review

Department Head:		Date:
Human Resources:		Date:

Approval

CAO:		Date:
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