

Job Title: Division Crewperson (Special Works Crew) (Traffic Control Crew) (Hebbsville)

Competition #: 48382

Department: Public Works

Location: HEBBVILLE

Zone: 28

Type of Employment: Special Works Period

Union Status: CUPE - NSPG

Closing Date: 4/26/2026 (Applications are accepted until 11:59 PM Atlantic Time)

RECEIVED APR 10 2026

Under Article 13 of the Collective Agreement between the Nova Scotia Department of Public Works and the Canadian Union of Public Employees, Local 1867, the following opportunity is being posted.

Please quote the competition number and the Zone you are applying for as noted above on your application.

About Us

Maintaining our Provincial built infrastructure is no small job. We're recruiting for people like you to help our Province achieve big things.

The Department of Public Works supports Nova Scotia's 23,000 kilometers of roads and highways, 4,100 bridges, and 9 provincial ferries. There are a lot of exciting developments on the horizon in our Province, and this is your opportunity to get involved with the growth of your Provincial Infrastructure. Watch your hands-on experiences come to life as you support the maintenance and construction of various projects throughout your assigned construction area.

About Our Opportunity

As the Division Crewperson, there's no worry about doing the same thing day in, day out. As is the nature of construction, things are always changing, no two days are alike, and every job is different.

Primary Accountabilities

You will be responsible for a combination of maintenance, repair, rehabilitation, or construction process of the Provincial infrastructure. A typical day in the life of a Division Crewperson could include traffic control including erecting, repairing and maintaining traffic control signs; ditching, installing, replacing and repairing culverts; building, repairing, and maintaining steel/wooden bridges and guardrails; road surface maintenance; bush cutting; and general maintenance.

Qualifications and Experience

Grade 10 plus one (1) year of related experience in survey, road construction and building structures; an acceptable equivalent of education and experience will be considered.

A valid Class 5 drivers' license is a condition of employment, and an acceptable driver abstract must be submitted before employment begins.

Written and verbal communication skills are essential for completing required documents, forms and reviewing of policies and procedures. The ability to operate small power tools and various portable equipment is essential.

Certification in the following areas of training are considered assets: Traffic Control, Temporary Workplace Signage, Confined Space, Nova Scotia Forest Products Association Tree Felling, Erosion & Sediment Control, Anti Stripping, WHMIS, First Aid and CPR, Transportation of Dangerous Goods, Fall Protection, and Chainsaw Safety.

You are a self-motivated individual who works both independently with minimal supervision and participates fully as an effective team player. You are accurate in your work and have well developed time management and organizational skills to meet established priorities. Your exceptional interpersonal and communication skills are essential for working with staff, contractors, and the traveling public. You consistently maintain a professional and courteous disposition and hold a high standard for client and customer service.

You will be assessed on the above qualifications and competencies using one or more of the following tools: written examination, interview, and reference checks.

Equivalency

An equivalent combination of training, education and experience will be considered. Equivalencies may include, but are not limited to:

- At least 3 years of related experience.

Applicants relying on education and experience equivalencies must demonstrate such equivalencies in their application.

Benefits

Based on the employment status and union agreement, the Government of Nova Scotia offers its employees a wide range of benefits such as a [Defined Benefit Pension Plan](#), Health, Dental, Life Insurance, General illness, Short and Long Term Disability, Vacation and Employee and Family Assistance Programs. For information on all our Benefit program offerings, click here: [Benefits for government employees](#).

Working Conditions

This position is physically demanding. Work is performed in an outdoor environment at highway construction sites, on heavily travelled highways and in rough isolated areas

with inherent exposure to dust/dirt, equipment noise, blasting, extreme weather temperatures and dangerous heights. This position requires the ability to work in confined spaces, along with the ability to climb, lift and carry various equipment throughout construction sites.

Traffic Control duties require the ability to stand in one place for long periods of time while maintaining continuous mental concentration.

Additional Information

You will begin your workday by reporting to the Hebbville Base (469 Jubilee Road, Hebbville) before going to your assigned work location.

There are three (3) opportunities for a Special Work Crew as per Article 15 of the CUPE Collective. Positions will work out of the Lunenburg Construction Areas including Zone 25 (Chester), Zone 28 (Hebbville) and Zone 30 (Liverpool).

It is anticipated that this Special Work Crew will work a minimum of 23 weeks per year (corresponding to the summer works period) and may start earlier and/or extend beyond these dates in any given year depending on bridge work plans/priorities and availability of funding.

What We Offer

- Career Development where you have access to career guidance, tools, resources, and ongoing training for every stage of your career.
- Engaging workplace. Our Employees feel valued, respected, connected, and tuned in. We have forward-thinking policies and strategies.
- Countless Career Paths.

Pay Grade: DIV CREW

Salary Range: \$23.97 Hourly

Employment Equity Statement:

Our goal is to be a diverse workforce that is representative, at all job levels, of the citizens we serve. The Government of Nova Scotia has an Employment Equity Policy, and we welcome applications from Indigenous People, African Nova Scotians and Other Racially Visible Persons, Persons with Disabilities and Women in occupations or positions where they are under-represented. If you are a member of one of these equity groups, you are encouraged to self-identify on your electronic application.

Accommodation Statement:

We are committed to providing an inclusive and accessible recruitment process. Candidates may request accommodations based on any grounds protected by the Human Rights Act. If you require an accommodation throughout the recruitment process, please contact us at competitions@novascotia.ca.

This is a bargaining unit position initially restricted to current CUPE local 1867 employees with a date of seniority. The successful candidate(s) will be expected to perform duties as necessary within their zone. Failure to apply correctly means that your application will not be given first consideration as a bargaining unit applicant, and will only be included if external applications are pursued. PLEASE NOTE: Candidates will not be considered for an interview if applications are incomplete or are missing information.

Offer of employment is conditional upon the completion of all applicable background checks and confirmation of credentials, the results of which must be satisfactory to the employer. We thank all applicants for the interest, however, only those selected for an interview will be contacted. All questions and concerns may be directed to **Competitions@novascotia.ca**.