Job Title: Winter Equipment Operators (Cumberland County)

Competition #: 49685
Department: Public Works
Location: Multiple Locations
Zone: 19 (Oxford/Pugwash/Wentworth), Zone 20 (Amherst/River Hebert), Zone 24 (Parrsboro/Economy)
Type of Employment: Spare Classification
Union Status: CUPE - NSPG
Closing Date: 11/23/2026 (Applications are accepted until 11:59 PM Atlantic Time)

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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

We are currently hiring for **Spare Winter Equipment Operators in Cumberland County** at the following bases: Oxford/Pugwash/Wentworth (Zone 19), Amherst/River Hebert (Zone 20), Parrsboro/Economy (Zone 24). Work may be available at any of these locations. **Please quote the competition number and the Zone(s) you are applying for as noted above on your application.**

Job Fair

If you would like to apply or are looking for additional information please attend our Career Fair on Thursday, September 17, 2026, from 10:00am to 1:00pm at the Amherst Base located at 19 Tupper Blvd.

About Our Opportunity

Successful candidates will begin with two weeks of paid training designed to build the knowledge and skills required for effective snow and ice control operations. Following training, you will complete 45 hours of paid plowing experience under the guidance of an experienced Operator. Candidates must also successfully complete a driving assessment using a one-person-truck-plow equipped with a front plow, wing, and salt controls.

This is a spare position, and hours of work are not guaranteed. Employees are called in as operational needs require. There may be an opportunity to participate in the Winter Wage Guarantee, which provides guaranteed work for a minimum of two weeks and may continue for the duration of the winter season.

If placed on the Winter Wage Guarantee, the following will apply:

- Guaranteed 90 hours of pay every two weeks
- $0.95/per hour premium
- Opportunities for overtime
- Scheduled days off (2 days bi-weekly)

You are responsible for operating snow removal equipment such as snowplows, graders, and loaders. This includes general maintenance of the equipment, pre-and-post trip inspections, and daily logs. You may also be required to perform other work, such as maintaining signs, road surface repairs and traffic control.

Qualifications and Experience

Two years of experience or an acceptable equivalent of education, training, and relevant experience.

Minimum of Class III license with air brake endorsement.

Reading and writing skills are required to understand department documentation and to complete daily logs, inspection reports, etc.

The following is not required but considered helpful:

- A professional driving course from a recognized truck driving training facility
- Knowledge of hydraulic systems and mechanical skills
- Training completed at any accredited heavy/commercial equipment training institute
- Previous experience driving a manual transmission, operating trucks with salt and plow equipment, and/or knowledge of salt spreading systems

You are flexible, self-motivated, and comfortable working in all weather conditions. You are respectful and understand the value of good customer service. You will be working around environmental hazards, various traffic conditions and occasional work performed in a mechanical environment.

Additional Information

Applicants who are unable to apply online are invited to stop by the local Area Office located at 19 Tupper Blvd., Amherst to complete a paper application. Staff will be on site between 8:30 a.m. and 4:00 p.m. Monday to Friday to assist you. Please bring a current copy of your Drivers Abstract.

Candidates selected for a road test, interview and a physical must be available to complete these in the local area at determined dates and times. Testing will be done on an automatic or manual transmission truck dependent on area requirements.

Pay Grade: EQP OPER
Salary Range: $29.12 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.

If you are receiving a pension from the Nova Scotia Public Service Superannuation Plan (PSSP) or any related plans, you cannot receive pension payments while contributing to the same plan. If you accept a position that requires PSSP contributions, your pension payments must be stopped. Please contact the Nova Scotia Pension Services Corporation for more 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.**