

Job Title: Winter Equipment Operators (Victoria County and Inverness North)

Competition #: 46861

Department: Public Works

Location: Multiple Locations

Zone: 2 and 3

Type of Employment: Spare Classification

Union Status: CUPE - NSPG

Closing Date: 9/21/2025 (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 Victoria County and Inverness North** at the following bases: Baddeck, Boularderie, Little Narrows, Cape North, Ingonish in Zone 2 and Strathlorne, Cheticamp, Pleasant Bay and Margaree in Zone 3. 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 11, 2025, from 5:00pm to 8:00pm at the Baddeck Base located at 6 Jessica Wong Lane.

About Our Opportunity

Successful candidates begin by attending two weeks of paid training which provides the skills necessary for effective snow and ice control. You will also complete 45 hours of paid plowing experience with a mentor. A driving test on a one-person-truck-plow equipped with a front plow, a wing and salt controls is required.

This is a Spare position—hours are not guaranteed, and you'll be called in only when needed. You may have an opportunity to be placed on the Winter Wage Guarantee, which runs for a minimum of two weeks and may extend through the entire winter season.

If placed on the guarantee, the following will apply:

- Guaranteed 90 hours pay every two weeks, plus \$0.95/hour premium.
- Opportunities for overtime and scheduled days off.

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 6 Jessica Wong Lane, Baddeck 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: \$28.55 Hourly (Effective November 1, 2025, the rate will increase to \$29.12)

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**.

