

Job Title: Equipment Operator Trainer (Year Round) (Pictou County)

Competition #: 48963

Department: Public Works

Location: MCLELLAN'S BROOK

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Zone: 10

Type of Employment: Year Round

Union Status: CUPE - NSPG

Closing Date: 6/29/2026 (Applications are accepted until 11:59 PM Atlantic Time)

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 Infrastructure is no small job.

The Department of Public Works supports Nova Scotia's 23,000 kilometers of roads and highways and 4,100 bridges.

If you enjoy operating Heavy Equipment, and seeking your next opportunity where you will directly contribute to the safety of our province, we want to hear from you.

About Our Opportunity

Under the supervision of the Area Manager, the Equipment Operator Trainer supports the development of Equipment Operators. This role plays an essential part in Equipment Operator onboarding, seasonal preparation, documentation quality, and ensuring procedures are followed correctly.

Trainers are expected to work proactively and independently, using structured work plans aligned with operational priorities and seasonal demands. They collaborate closely with Area Managers, Operations Supervisors, Equipment Operators, and Equipment Instructors/Inspectors (EQIIs) to ensure training and documentation efforts are consistent, useful, and responsive to District needs.

This position provides structured and assigned training support and does not replace supervisory functions or routine peer-to-peer coaching that occurs among Equipment Operators as part of normal operations.

Primary Accountabilities

As an Equipment Operator Trainer, your role is pivotal in helping the public arrive safely at their destination. The main responsibilities of this position include:

- Actively monitor and support Equipment Operator development, documenting progress and offering feedback to Supervisors
- Support the coaching of new and existing Equipment Operators on the safe performance of tasks such as plowing, ditching, ice blading, grading, and other equipment operations. Track progress of new Equipment Operators and support scheduling OOTP testing with EQII when Equipment Operators have achieved sufficient experience
- Ensure Equipment Operators are following safety protocols while operating, including trip inspections, hazard assessments, protective equipment, and safe use of attachments
- Report serious or repeated performance concerns to the Operations Supervisor for action
- Prepare equipment for training, including ensuring it is operationally fit, trip inspections are complete, equipment is fuelled, attachments installed, etc.
- Provide hands-on instruction and demonstrations to ensure Equipment Operators are proficient in the safe and effective operation of machinery

Qualifications and Experience

To be eligible, you must have a High school diploma or GED equivalent and minimum 5 years of experience operating relevant equipment.

You must have access to a reliable motor vehicle and a class 3 Driver's License with Air Brake Endorsement and Condition 15 is required. Applicants must possess this license at the time of hire. A Class 1 license is considered an asset.

You must be able to demonstrate the ability to operate a wide variety of heavy equipment in all seasons and to work independently and manage priorities using structured task planning.

As the ideal candidate, you are flexible, self-motivated, and comfortable working in adverse weather conditions. As part of our team, you bring professionalism and hold a high standard for client service with proven organizational skills, including tracking training-related records and reviewing documentation such as logs and inspection forms and Computer literacy (e.g., digital forms, spreadsheets, email).

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

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

You will be working in a range of weather conditions, from extreme heat to cold, and managing environmental hazards such as uneven terrain and slippery surfaces. The Equipment Operator Trainer may also need to work near moving traffic, which presents safety risks.

Occasionally, work may take place in areas with machinery, resulting in exposure to smoke and fumes. The role also involves environments with elevated levels of noise, dust, and vibration. These conditions require a high level of adaptability and situational awareness to ensure safety and efficiency.

Additional Information

There is one (1) opportunity available based out of:

- Zone 10 (New Glasgow) (McLellan's Brook Base)

This opportunity is for a 52-week, Year-Round position – the duties of which are full time and continuous in nature.

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: EQ OP TR

Salary Range: \$30.12 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**.