Job Title: Equipment Operator (Winter Works Period) (Pictou County) (6 Positions)

Competition #: 50366
Department: Public Works
Location: PICTOU COUNTY
Zone: 10 and 11
Type of Employment: Winter Works Period
Union Status: CUPE - NSPG
Closing Date: 11/17/2026 (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

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, are looking for flexible work, and seeking your next opportunity where you will directly contribute to the safety of our province, we want to hear from you.

Primary Accountabilities

As the Equipment Operator, your role is primarily responsible for operating snow removal equipment such as snow- plows, graders, and loaders. General maintenance of the equipment, pre-and-post trip inspections, and completion of daily logs is also required. You will also assist with construction and maintenance work such as maintaining traffic control signs, road surface repairs, general maintenance, and traffic control.

Qualifications and Experience

To be eligible, applicants must be declared competent as an OPTP (One Person Truck Plow) operator by the Department of Public Works.

Knowledge of hydraulic systems and a mechanical aptitude are considered assets. Previous experience operating trucks with salt and plow equipment, a Class I license, and knowledge of salt spreading systems are also considered assets. As you will be

required to complete daily logs and inspection reports, both reading and writing comprehension is necessary.

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.

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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.

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 all types of weather conditions, environmental hazards, traffic conditions, occasional work performed in a mechanical environment occasioned by smoke and fumes. Expected to work in above normal noise, dust and vibrations.

Additional Information

There are six (6) opportunities available based out of:

- MacLellan's Brook Base (Zone 10) (4 Positions)
- Kenzieville Base (Zone 10) (1 Position)
- Salt Springs Base (Zone 11) (1 Position)

These opportunities are for 17-week Winter Works Period positions. Applicants who are successful in a Winter Works Period opportunity are always required to be available and guaranteed a minimum ninety (90) hours for every two calendar weeks during the Winter Works period.

For all employees on the Winter Wage Guarantee, the regular hourly rate will include a winter premium per hour throughout the Winter Works period.

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: 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, Persons of African Descent, Racialized Persons, Persons with Disabilities, 2SLGBTQIA+ Persons 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.**