



**TOWN OF TOWNSEND**  
**Highway Department**

Union Position Non-Exempt Benefits
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**Job Description: Heavy Machinery Equipment  
Operator/Laborer**

Monday - Friday, 7:00 a.m. - 3:30 p.m. and additional hours as needed

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**Definition:**

Under general supervision, operates heavy equipment, performs manual labor, inspects the equipment for proper operating condition; carries out preventative maintenance procedures; related work as required.

**Supervision:**

- Works under the supervision of the Highway Superintendent & Highway Foreman.

**Job Environment:**

- Frequent exposure to all types of weather and a variety of hazardous conditions while performing strenuous physical and essential highway functions.
- Frequent interaction with the general public, town officials and employees.
- Possible exposure to the hazards associated with chemicals and cleaners.
- Frequent exposure to high noise levels and fumes.

**Knowledge, Ability and Skills:**

- Must be licensed and qualified to operate highway department vehicles under Class B/CDL license.
- Hauls gravel, dirt, sand and other materials associated with roadway construction.
- Ability to operate vehicles and equipment used in the operation of snow removal and ice control.
- Performs highway department duties and manual labor, including but not limited to; maintaining and repairing town roads; sidewalks; catch basins; drainpipes; guard rails
- Must be able to perform all tasks under various weather conditions.
- Able to lift heavy objects in the performance of the job.
- Must be able to understand and carry out oral and written instructions.
- Must be able to grease, clean and perform minor maintenance on equipment & trucks.
- Must be able to work overtime during winter months.
- Ability to interact and communicate effectively with the public.
- General knowledge of safety procedures and regulations related to highway department operations.
- Participation in developmental training and seminars may be required.
- On call 24 hours a day through a descending order call list.



## **Recommended Minimum Qualifications:**

### **Education and Experience:**

- High School graduate, G.E.D. or equivalent with a minimum of one to three years of experience in highway construction, truck driving and maintenance activities or an equivalent combination of education and experience.
- Must possess a valid Commercial Driver's License (CDL) with air brakes.
- Must possess a valid Massachusetts Hoisting Engineer's License.
- Experience in municipal and/or state highway construction, maintenance and winter operations a plus.
- Must pass pre-employment physical & Cori background check.