



## EMPLOYMENT OPPORTUNITY

### Heavy Equipment Operator (AZ)

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**Department: Public Works**

**Posting Date: April 25, 2025**

**Location: Nipissing First Nation, ON**

**Schedule: Standard Work Week but may require Evenings & Weekends**

**Job type: Permanent – Full Time**

**Vacancies: 1**

**New or Existing Position: Existing**

**Reports To: Manager, Public Works**

**Salary Range: \$49,922.60- \$65,884.00**

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#### **What you'll do in the role**

- Perform Public Works Tasks using a variety of vehicles, heavy equipment, hand and power tools.
- Perform road and Public Works operations, including but not limited to : construction site and paving preparations, properties, hauling, loading and spreading gravel, collecting and disposing of trash and waste site maintenance, asphalt patching, culvert cleaning, dust control, repair and installation of road signs, fences and culverts.
- Perform seasonal road maintenance, including grading, plowing, sanding/salting and ice removal.
- Assist with Emergency Response efforts as required.
- Perform general repairs and maintenance services, including but not limited to grass cutting, tree removal, handyman repairs and any other duties as may be reasonably required by the Public Works Manager and or Director of Community Infrastructure and Planning.
- Perform Daily Pre-trip and Post-trip Inspections on equipment to ensure equipment is safe before operation.
- Report and issues or breakdown to the Systems and Service Coordinator Public Works.
- Wash equipment after every use.
- Weekly grease and assist in inspecting equipment for wear and or potential future issue.
- Ensure that all mechanical components are working properly before leaving Public Works Facility.
- Assist Mechanical staff when required and during downtime periods
- Capabilities of identify operating problems with equipment
- Ensure that all certifications and licenses are kept valid.
- Follow best practice safety procedures when operating equipment and heavy trucks.
- Wear proper PPE when on worksites and working within the community ie: Safety boots, Hi-vise, Hard Hat Safety glasses.
- Attend monthly staff safety meetings

#### **Just a few reasons to join Nipissing First Nation**

- Opportunity to work with a dynamic team with career growth across multiple departments.
- Nipissing First Nation prides itself in providing its employees with job security, competitive wages, and a safe working environment.
- On-the-job training to support your success in the role.
- Casual dress
- Comprehensive Health Plan including Medical, Dental, Vision, Life and Disability insurance.

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- Better than average vacation and leave packages.
- A defined contribution pension plan

### What you bring to the table

- Respect for indigenous culture and willingness to learn Ojibwe.
- Must have a minimum of Grade 12 or equivalent
- Must have a minimum of 5 years' experience operating Heavy Equipment (backhoe, loader, etc.)
- Heavy Equipment Training Certification would be considered an asset.
- Must have a valid Ontario AZ License
- Must have a clean drivers abstract
- -Must have a clean vulnerable sector check (Criminal Record Check)
- Ability to operate various equipment with minimal supervision.
- **Physical ability to perform manual labour** in all weather conditions, including lifting, bending, and standing for extended periods
- Demonstrate and follow all Health and Safety Procedures, policies and requirements set out by Nipissing First Nations
- Proven ability to work collaboratively in a team environment, contributing to a positive and productive workplace
- Must be able to work independently with minimal supervision, as well as collaboratively as part of a team
- **Effective communication**, with the ability to take direction and follow through independently.
- **Must be available for on-call and emergency work**, including evenings, weekends, and holidays
- Commitment to workplace safety, public service, and professionalism

### APPLICATION DEADLINES:

Nipissing First Nation adheres to the following process for our recruitment practices.

#### **Closing May 9, 2025 - 1st Round**

- Opportunities are open to all registered Nipissing First Nation members. Please advise your status in your application
- Applicants who are considered Round 2 or Round 3 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Stage Two

#### **Closing May 16, 2025 - 2nd Round**

- Opportunities are open to spouses and children of registered Nipissing First Nation members and registered members of other First Nations. Please advise your status in your application
  - Applicants who are considered Round 3 will not be considered, regardless of when the application is received.
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- If no suitable candidate is found, the process will proceed to Stage Three

#### **Closing May 23, 2025 - 3rd Round**

- Opportunities are open to all applicants (status and non-status)
- The posting will be open until filled.



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If you are excited by this opportunity and want to be a part of Nipissing First Nation, please **apply online by emailing your cover letter and resume to [resumes@nfn.ca](mailto:resumes@nfn.ca) no later than 4:30pm** on the application deadline noted above.

**Are you a member of NFN? If so, please read below:**

- ✓ Nipissing First Nation supports the training and growth of their members and strongly encourages their members to apply to positions.
- ✓ Work experience and training opportunities are taken into consideration when screening applications.
- ✓ Nipissing First Nation members are encouraged to apply to all rounds of employment postings.
- ✓ As per Section 24(1)(a) of the Ontario Human Rights Code, Nipissing First Nation gives preference to First Nation applicants for any employment opportunities.

**Miigwech to all applicants for their interest; however, only those selected for an interview will be contacted.**