

**Town of Hubbardston
Department of Public Works**

**Job Description
WINTER SEASONAL DRIVER/LABORER**

Definition:

Duties include operating snow removal equipment and tools to accomplish assigned tasks. Work is performed cooperatively and in a manner that ensures individual, co-worker and public safety. Some maintenance and repair work of the street and storm water functions may be required.

Supervision:

Works under the general direction of the Department of Public Works Director or Foreman.

Independently performs a variety of tasks related to snowplowing, sanding, snow removal and clearing of waterways under generally defined standards, policies, practices and procedures.

Positions in this class perform mostly recurring tasks requiring considerable knowledge and skill to operate equipment and knowledge of standard safety procedures.

Job Environment:

Work is performed primarily outdoors exposing the employee to inclement weather, snow, ice, and cold, and hazards related to working with and around a variety of equipment, working in confined spaces, bending, twisting, kneeling, crawling, lifting heavy objects, and exercising physical exertion in performing manual labor. Occasionally works near moving mechanical parts and is occasionally exposed to wet and/or humid conditions and vibration. The noise level is usually loud.

Errors could result in personal injury/loss, danger to public health/safety, and legal ramifications.

Essential Functions:

(The essential function or duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statement of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

The primary function of the Winter Seasonal worker is the snowplowing and sanding of the streets in the Town of Hubbardston as assigned by the Director or Foreman. Some

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physical labor may be required to keep waterways clear, allowing adequate drainage for the streets.

May require the occasional use of hand tools such as shovels and picks, and may require physical exertion particularly when clearing waterways. May require working overtime hours, particularly during ice/snow events.

Ability to operate snowplow and sander trucks is required. Employee will apply sand and/or de-icing materials to the roadways. Properly licensed and qualified Winter Seasonal workers may operate other heavy equipment including dump trucks, backhoe, loader, grader, and other snow removal equipment.

Employee must be available on an on-call basis and be able to work overtime as job requires.

Employee will advise mechanic of problems. May perform minor breakdown repairs.

Education and Experience:

High School diploma, or G.E.D., and two years of experience in plowing and sanding as a class B operator; or any combination of education and experience which would provide the applicant with the desired skills, knowledge and ability to perform the job.

Minimum Requirement: Valid Massachusetts class D License. Driving record must be free of serious or frequent violations.

Special Requirements:

Valid Massachusetts CDL Class B Driver's License with air brake endorsement.

Knowledge, Ability and Skill:

Knowledge. Knowledge of operation of vehicles used for snowplowing, sanding, and snow removal. Knowledge of safety standards and precautions related to the work as prescribed by the Department of Public Works and some OSHA Regulations.

Ability. Ability and willingness to respond to emergencies on a 24-hour basis. Ability to work independently. Ability to understand and follow written and oral directions.

**Town of Hubbardston
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Ability to perform manual labor in adverse weather conditions. Ability to use mechanical tools of the trade. Ability to read, write and comprehend the English language. Ability to work cooperatively in a work crew. Ability to establish and maintain effective working relationships with other employees and the general public.

Ability to efficiently operate equipment required for snowplowing, sanding, and snow removal.

Skill. Skill in using the hand tools and equipment of the laboring trade.

Physical Requirements:

Must be physically capable of nighttime snowplowing. Ability to sit, walk, climb, stoop, kneel, crouch, crawl, stand, reach with arms and legs to operate equipment. Must have ability to occasionally lift or move up to 50-100 pounds. Must have close, distance, color peripheral vision, depth perception, and the ability to adjust focus.

(This job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change).