



KAKISIWEW-OCHAPOWACE NATION

Title: Heavy Equipment Operator	Department: Housing & Infrastructure
Reports to: Public Works Supervisor	Location: kakisiwew-ochapowace
Classification Level: 4	Date Approved:

Primary Purpose:

The Heavy Equipment Operator is responsible for the safe, skilled, and efficient operation of heavy equipment to support community infrastructure, housing development, road maintenance, drainage, snow removal, land servicing, and emergency response operations for kakisiwew-ochapowace Nation. This position plays a key role in ensuring that community roads, housing sites, utilities, and public spaces remain safe, functional, and accessible year-round.

This position serves as a frontline operations role within the Public Works Unit and works closely with Housing & Infrastructure, Lands & Resources, contractors, and other Nation departments to ensure coordinated delivery of infrastructure services. The role reflects the nehiyaw values of kistêyihtamowin (respect), tâpwêwin (honesty), wîcihitowin (working together), and miyo-pimâtisiwin (the good life) in all work activities and service interactions.

Key Responsibilities

Heavy Equipment Operations

- Operate heavy equipment including graders, loaders, backhoes, excavators, skid steers, compactors, dump trucks, snowplows, tractors, sweepers, and related Public Works machinery.
- Perform earthmoving, grading, ditching, trenching, backfilling, land clearing, compacting, and site preparation for housing lots, roads, drainage systems, culverts, utility corridors, and community infrastructure projects.
- Load, haul, spread, and unload gravel, sand, clay, construction materials, soil, debris, and waste materials safely and efficiently.
- Support water, sewer, and utility servicing projects through excavation, trenching, bedding, backfilling, and surface restoration.
- Assist with demolition support, debris removal, disposal operations, and contaminated site management under direction.
- Prepare sites for construction, maintenance, seasonal projects, and scheduled infrastructure upgrades.
- Support community events through grounds preparation, hauling, staging, snow clearing, and post-event restoration.

Road Maintenance and Snow Control

- Conduct routine, seasonal, and emergency snow removal, sanding, salting, and ice control on community roads, sidewalks, driveways, parking lots, bus routes, and emergency access routes.
- Perform regular road maintenance including grading, reshaping, gravel shaping, shoulder repairs, pothole repair, dust control, and drainage improvement.

- Install, relocate, and remove signage, barricades, flagging, and traffic control devices to ensure public and worker safety.
- Monitor road conditions and report hazards such as washouts, erosion, frost heaves, sinkholes, and poor visibility conditions.

Equipment Inspection, Care, and Mechanical Awareness

- Conduct mandatory daily pre-trip, operational, and post-trip equipment inspections in accordance with safety and mechanical standards.
- Perform routine preventative maintenance including fueling, greasing, cleaning, oil and fluid checks, battery inspections, tire inspections, track inspections, and basic component replacement where authorized.
- Monitor equipment performance during operation including vibration, sound, response, hydraulics, braking, and steering.
- Identify mechanical issues at early stages and report promptly to the Public Works Supervisor for maintenance scheduling.
- Maintain clean, secure, and organized equipment at all times including locking, storage, and winterization.

Emergency Response and Public Safety

- Respond to after-hours emergency call-outs for flooding, frozen water lines, broken sewer lines, road washouts, fallen trees, storm damage, fire response support, and community emergencies.
- Operate safely around pedestrians, homes, schools, elders residences, playgrounds, and high-traffic community areas at all times.
- Work near underground and overhead utilities using utility locates, hand digging protocols, and spotter controls.
- Support mutual aid operations with neighbouring municipalities and emergency responders when required.

Documentation, Communication, and Reporting

- Complete daily work logs, time sheets, fuel usage records, maintenance logs, and accident or hazard reports accurately and on time.
- Report hazards, near misses, unsafe conditions, and equipment damage immediately.
- Participate in daily tailgate meetings, safety briefings, job hazard assessments, and toolbox talks.
- Communicate operational needs, supply requirements, and safety concerns to the Public Works Supervisor.

Team Support and General Operations

- Assist Public Works staff with manual labor when equipment operation is not required including shoveling, raking, traffic control, and material handling.
- Maintain cleanliness and organization of equipment yards, worksites, storage facilities, shops, and public areas.
- Work collaboratively with Housing, Infrastructure, Lands, contractors, inspectors, engineers, and other Nation departments.
- Support training and mentorship of new operators or labourers.

High-Risk Safety and Hazard Exposure

- Operation of large, powerful machinery that requires continuous technical control and situational awareness.
- Exposure to moving traffic, construction zones, pedestrians, children, elders, and residential areas.
- Risk of rollovers, collisions, crush hazards, struck-by incidents, and equipment entanglement.
- Working near underground utilities including water, sewer, gas, electrical, fibre optic, and communication lines.
- Exposure to overhead powerlines, low clearances, rooftop work zones, and confined support spaces.
- Work in extreme environmental conditions including heat stress, cold exposure, snowstorms, freezing rain, high winds, dust storms, and limited visibility.
- Exposure to noise, vibration, dust, exhaust fumes, silica, mud, and airborne debris.
- Risk of slips, trips, and falls on uneven ground, ice, mud, loose gravel, and elevated surfaces.
- Manual material handling hazards including lifting, pushing, pulling, climbing, kneeling, and carrying heavy loads.
- Emergency response hazards related to flooding, washouts, frozen utilities, vehicle accidents, and storm damage.
- Psychological stress and fatigue associated with emergency work, critical incidents, and extended operational hours.

Occupational Health and Safety Responsibilities

- Comply at all times with Occupational Health and Safety legislation and kakisiwew-ochapowace Nation safety policies and procedures.
- Operate all equipment in a safe, competent, and responsible manner.
- Conduct required equipment inspections and remove unsafe equipment from service immediately.
- Participate in hazard identification, job safety analysis, tailgate meetings, and toolbox talks.
- Properly use and maintain all required Personal Protective Equipment including steel-toe boots, high-visibility apparel, gloves, hearing protection, eye protection, respirators, and fall protection where required.
- Follow lock-out/tag-out procedures, confined space protocols, ground disturbance policies, and traffic control standards.
- Refuse unsafe work when conditions pose an immediate hazard to life or property.
- Report all injuries, incidents, near misses, hazards, and unsafe conditions immediately.
- Participate in incident investigations and implement corrective measures.
- Support the Joint Health and Safety Committee and promote a positive safety culture built on accountability, shared responsibility, and respect for life.

Performs Other Related Duties as Required

- Provide support to other Housing & Infrastructure, Lands, and Public Works operations during peak workload periods, staff shortages, or emergency situations.
- Assist with seasonal start-up and shutdown activities including winterization and spring reopening of infrastructure systems, roads, and equipment.
- Support inspections, site audits, and walkthroughs with engineers, contractors, inspectors, and regulatory agencies.
- Assist with material inventory management, including organizing yards, stockpiling aggregates, and monitoring supply levels.

- Support training initiatives by assisting with the orientation of new operators, labourers, apprentices, and summer students.
- Assist with minor construction projects such as fence installation, signage installation, culvert placement, and small structure moving.
- Participate in community clean-up campaigns, landfill operations, illegal dumping removal, and environmental stewardship initiatives.
- Support emergency preparedness activities including flood mitigation, sandbagging, evacuation route clearing, and disaster response staging.
- Assist with asset tagging, equipment tracking, and documentation for inventory control and audits.
- Provide backup support for other equipment operators or truck drivers when required.
- Assist with special projects assigned by the Public Works Supervisor, Housing & Infrastructure Manager, or Executive Director of Operations.
- Support inter-departmental initiatives that require heavy equipment support such as cemetery maintenance, cultural site access preparation, recreation field preparation, and emergency access development.
- Carry out any other reasonable duties within the scope of the position as required to support community operations, safety, and service delivery.

Statement of Competencies

Education and Experience

- Valid Heavy Equipment Operator certification or equivalent verified training.
- Minimum of three (3) years of progressive experience operating heavy equipment in construction, municipal, transportation, or Public Works environments.
- Valid Class 3 or Class 5 Driver's License with acceptable Driver's Abstract.
- Air brake endorsement or willingness to obtain within an identified probation period.
- Ground Disturbance Training, WHMIS, First Aid/CPR, and Traffic Control certification are preferred.
- Experience working in First Nation, rural, or remote environments is considered a strong asset.

Knowledge

- Knowledge of heavy equipment systems, hydraulic systems, braking systems, and operational limitations.
- Understanding of road construction methods, drainage systems, culvert installation, and seasonal maintenance practices.
- Knowledge of occupational health and safety legislation and safe work practices.
- Understanding of environmental protection standards and contamination prevention.
- Awareness of community safety expectations, public accountability, and infrastructure stewardship.
- Understanding of nehiyaw values, cultural teachings, and community protocols.

Skills and Abilities

- Advanced ability to safely operate multiple classes of heavy equipment.
- Strong hand-eye coordination, spatial awareness, depth perception, and reaction time.
- Mechanical aptitude for early fault detection and equipment preservation.
- Ability to interpret work plans, grade stakes, utility locates, and construction markings.
- Strong situational awareness and hazard recognition at all times.
- Effective verbal communication and teamwork skills.
- Ability to work independently with minimal supervision.
- Strong physical stamina, endurance, and coordination for extended operations.
- Ability to adapt to rapidly changing work environments, weather, and equipment demands.
- Ability to remain calm during emergency operations and critical incidents.

Personal Suitability

- Dependable, punctual, and strongly safety focused.
- Respectful, community minded, and team oriented.
- Demonstrates accountability, humility, honesty, and integrity.
- Maintains emotional control and sound judgment under pressure.
- Willingness to learn, upgrade skills, and participate in continuous improvement.
- Demonstrates respect for the land, community members, and Nation values.

Terms and Conditions of Employment

- Must submit a current Criminal Record Check.
- Must provide a valid Driver's Abstract.
- Must adhere to kakisiwew-ochapowace Nation's Code of Conduct, Confidentiality, Privacy, Drug and Alcohol, and Health and Safety policies.

- Must successfully complete pre-employment drug and alcohol testing and comply with ongoing substance use policies.
- Must be willing to work evenings, weekends, statutory holidays, and emergency call-outs as required.
- Subject to probationary period as outlined in Nation policy.

Working Conditions

- Work is performed primarily outdoors in all seasonal and extreme weather conditions.
- Work safely around high-risk equipment, vehicular traffic, and public spaces.
- Physically demanding work requiring lifting, bending, kneeling, climbing, reaching, standing, and walking for extended periods.
- On-call rotation and emergency response duties may be required.
- Frequent interaction with staff, contractors, members, elders, youth, and the general public.
- Exposure to confidential information related to infrastructure security and emergency operations.