



County of Forty Mile No.8 Job Posting

Grader Operator

Position Working Title	Grader Operator
Position Classification	Operator I, II, or III

The Opportunity

The County of Forty Mile No. 8 (the County) is seeking experienced and highly motivated Grader Operator(s) to join our team. Reporting to the Municipal Supervisor or their designate, the Grader Operator is responsible for the safe and efficient operation of a self-propelled motor grader. The Grader Operator will construct, maintain, or repair County roads and infrastructure, perform rough or fine grade finishing, precisely spread and mix materials, construct road surfaces to precise grade specifications, lay cold mix/oiled aggregate, shave and rip out old road surfaces, maintain proper drainage, and direct and/or work collaboratively with other team members to achieve roads-related goals.

This position plays a vital role in ensuring the County's transportation infrastructure is safe and effective, and the successful candidate will be a key contributor to the achievement of the County's strategic goals and the Public Works department's operational deliverables. Based on operational requirements or as directed by the supervisor, the Grader Operator shall operate equipment and perform all other duties of the classification they occupy.

This posting is for up to four (4) temporary positions, required until approximately November 15, 2026, depending on the weather, operational requirements, and the County's fiscal position.

About You

You are a hard worker and a team player who is seeking a safe, collaborative, and professional work environment. You must be committed to public service, continuous improvement, and supporting the County's vision of a vibrant and spirited community. If you can think critically, solve problems, adapt quickly, and are committed to getting the

job done, you will enjoy working at the County. The County is committed to providing a fair, inclusive, and respectful work environment to its employees.

Wages, listed below, and benefits are as per C.U.P.E Local 3395 Collective Agreement.

Operator I (Class 5 driver's license required): \$29.95 - \$33.76 per hour

Operator II (Class 3 driver's license required): \$34.10 - \$35.13 per hour

Operator III (Class 1 driver's license required): \$35.48 - \$36.56 per hour

Please submit your resume to: info@fortymile.ab.ca



County of Forty Mile No. 8

Job Posting

Grader Operator

Primary Duties and Responsibilities

1. Safely, skillfully, and efficiently operate a self-propelled motor grader to perform rough or fine grade finishing on County roads and construction sites;
2. Grade, plow snow, and ensure proper drainage by maintaining easements, roads and trails, and transportation infrastructure in semi-urban and rural locations within the County;
3. Inspect County roads and County road signage regularly and report maintenance needs, hazardous conditions, and infractions of County policies immediately to the supervisor;
4. Operate all assigned heavy and light equipment, as per the classification occupied, that includes but is not limited to graders, trucks pulling tankers/trailers, excavators, scrapers, loaders, dozers, packers, skid steers, etc., to move or displace earth, aggregate, snow, or other materials during construction or maintenance activities in a safe, productive, and efficient manner across the County;
5. As directed, operate other County equipment and perform various labour duties to support efficient delivery of County programs; advise supervisor of infrastructure deficiencies that require attention;
6. Perform all assigned work in workman-like manner, in accordance with applicable best practices, and demonstrate pride in carrying out the work;
7. Adhere to all pertinent legislative requirements, County policies, and standard operating procedures regarding work performed and equipment operation and maintenance;
8. Take accountability for working in compliance with the Alberta Occupational Health and Safety Act, Regulation and Code and the County's Safety Manual;
9. Diligently perform and document pre-trip and post-trip equipment inspections, meticulously examining components that include but are not mechanical and hydraulic systems, tires, fluids, lights, brakes, etc., to ensure optimal functionality and safety;

10. Ensure cleanliness and security of all assigned equipment; regularly conduct and document inspections and maintenance checks and update the supervisor as required;
11. Proactively communicate any equipment issues or maintenance needs to the supervisor to ensure continuous operations, minimizing downtime;
12. Collaborate effectively with other County departments and staff to achieve project and County goals, demonstrating adaptability to perform other required duties on any project as needed;
13. Comply with all safety protocols, including use of personal protective equipment (PPE), and actively participate in safety initiatives, including Job Hazard Assessments, Field Level Risk Assessments, and safety meetings;
14. Embrace a culture of continuous improvement by seeking opportunities to enhance equipment operation techniques and efficiency;
15. Demonstrate initiative, manage time and resources effectively and productively, and perform or assist with equipment cleaning, repair, and overhaul in County shops when not working in the field; and
16. Must work during any emergency, as determined by the Director of Operations or designate; perform any other duties as assigned by the supervisor.

Required Qualifications, Skills, and Abilities

1. A valid Class 1 driver's license and at least two (2) years of rough or finish grading experience of gravel roads. Candidates with four (4) or more years of rough or finish grading experience are strongly preferred. Preference shall be given to those with finish grading experience, but candidates with rough grading of gravel roads are encouraged to apply;
2. A Class 5, Class 3, or Class 1 driver's license must be maintained at all times and is a condition of employment. A Driver's Abstract and a Criminal Record Check, both of which must be acceptable to the County, may be required prior to the start of employment;
3. Possess knowledge of gravel road construction and/or maintenance techniques and a strong understanding of road crown, slope, and drainage as it relates to gravel road maintenance;
4. Proficient in independently loading, unloading, and hauling of position-related heavy and light equipment to and from various locations and worksites under varying conditions;

5. Independently perform duties after-hours when needed and respond to any emergency, as determined by the Director of Operations or designate;
6. Willing and able to perform routine preventative maintenance and repair on position-related heavy and light equipment and demonstrate the desire to perform all regular maintenance on all County equipment;
7. Capable of using hand and power tools to perform essential and incidental manual tasks associated with position-related equipment operation, maintenance, and repair;
8. At all times, must exhibit: respectful, harassment-free behavior towards colleagues, supervisors, and the public; integrity, honesty, and fidelity to the County and in the work performed; respect for authority; and utmost regard for the County's interests and reputation;
9. Well-developed written and oral communication skills and the ability to follow oral and written directions;
10. Strong interpersonal and collaboration skills along with a demonstrated safety awareness, customer focus, and the ability to work as part of a team;
11. Well-developed planning and organizing skills and dependability for completing all aspects of the position;
12. Capable of courteously and professionally dealing with the general public and responding to their questions or concerns considerately; and
13. Skilled in establishing and maintaining cooperative, effective, and productive working relationships with colleagues.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position and may not be limited to:

1. Must possess the physical capacity, ability, and aptitude to perform tasks that are labour intensive and include but are not limited to operating equipment controls, lifting, climbing, bending, digging and operating hand and power tools frequently throughout the workday;
2. Must have the manual dexterity to handle and work with various materials and

objects which are essential aspects of this position; must be able to use hands to handle, or feel objects, tools, or controls and can grasp and assemble objects with two (2) hands;

3. Ability to sit, stand, and lay down on ones back or chest; bend, push, pull, be seated or on your feet for extended periods of time;
4. Capable of frequent and extended periods of sitting and climbing into and out of equipment using 3-point contact regularly;
5. Ability to lift, carry, stack, push, and pull objects weighing 25-60 kilograms (55-132lbs) occasionally during the workday and exert 5 -15 kilograms (11-33 lbs.) of force to lift, carry, stack, push, and pull or otherwise move objects regularly during the workday;
6. Stooping, kneeling, crouching, twisting/turning and reaching; bending at the waist; able to sit, stand, walk, carry, and exert force for prolonged periods of time;
7. Specific vision abilities include close vision, distance vision, color distinction, peripheral vision, depth perception, and the ability to adjust focus, with or without correction; and
8. Must hear in the normal audio range, with or without correction.

Work Environment

The work environment characteristics described here are representative of those an employee would typically encounter while performing the essential functions of this job and may not be limited to:

1. A mix of sedentary and physical labor duties while traveling throughout the County and between various County facilities and work sites;
2. Indoor and outdoor work with exposure to weather extremes, including walking in/on dry, wet, icy, dusty, and uneven ground conditions;
3. Exposure to noise, dust, grease, fumes, noxious odors, gases, mechanical and electrical hazards, domestic animals, insects, and wildlife;
4. Working in a variety of conditions, including unpleasant and uncomfortable conditions, close quarters, in the vicinity of moving mechanical parts, vibrations, etc.;
5. The noise level in the various working environments ranges from quiet to loud; where exposed to excess noise, must be able to wear hearing protection;

6. Chemical handling and exposure; and
7. Working alone

This job description is only a summary of the typical functions of the position, not an exhaustive or comprehensive list of all possible duties, responsibilities, and tasks. The County reserves the right to add to, alter, or modify the duties, responsibilities, and tasks of this position at any time.