



County of Forty Mile No.8 Job Posting

Public Works Labourer

Position Working Title	Public Works Labourer
Position Classification	Labourer II
Location	Foremost

The Opportunity

The County of Forty Mile No. 8 (the County) is seeking motivated and reliable Public Works Labourer(s) to join our team. Reporting to the Municipal Supervisor or designate, a Public Works Labourer will assist with the construction, maintenance, or repair of County roads and transportation infrastructure and all other County assets and property. Based on operational requirements or as directed by the supervisor, the Public Works Labourer shall perform all other duties of the Labourer II classification.

This posting is for up to four (4) temporary positions, required until approximately October 1, 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. If you are reliable, energetic, have a positive attitude, are willing to learn new tasks, have an eye for detail, and are committed to getting the job done outdoors in all temperatures and weather conditions, the County is happy to consider your application. The wage for the position, listed below, and benefits are as per C.U.P.E Local 3395 Collective Agreement.

Labourer II: \$26.52 - \$27.63 per hour

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



County of Forty Mile No. 8 Job Posting

Public Works Labourer

Primary Duties and Responsibilities

1. Assist in the construction, maintenance, and repair of County roads and transportation infrastructure, signs, sidewalks, guard rails, guide posts, bridges, fences, etc., by operating hand and/or power tools and other equipment;
2. Shovel ditches to improve drainage and prevent or remove ice buildup; shovel and rake asphalt or aggregate for road patches; and place and compact gravel during culvert replacements or other road work;
3. Operate light duty pickup trucks; load and unload tools, materials, and equipment from trucks and/or trailers; and mow and trim grass and control weeds;
4. Pick rocks; repair potholes; install and remove snow fences and wooden and steel signs; remove debris, litter, and roadkill from ditches and roadsides;
5. Maintain a record of fuel, oil, lubricants, blades, corrugated steel pipes, signs, fencing material, and any other inventory item removed from (or replaced into) the County yard;
6. Maintain equipment and vehicles through continuous cleaning and washing; perform general labour duties associated with the maintenance of County assets and property;
7. While working, inspect County roads and County road signage and report maintenance needs, hazardous conditions, and infractions of County policies immediately to the supervisor;
8. As directed, perform various labour duties to support efficient delivery of County programs; advise supervisor of infrastructure deficiencies that require attention;
9. Perform all assigned work in workman-like manner, in accordance with applicable best practices, and demonstrate pride in carrying out the work;
10. Adhere to all pertinent legislative requirements, County policies, and standard operating procedures regarding work performed and equipment operation and maintenance;
11. Take accountability for working in compliance with the Alberta Occupational Health and Safety Act, Regulation and Code and the County's Safety Manual;

12. Diligently perform and document pre-trip and post-trip vehicle and 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;
13. Ensure cleanliness and security of all assigned equipment; regularly conduct and document inspections and maintenance checks and update the supervisor as required;
14. Proactively communicate any equipment issues or maintenance needs to the supervisor to ensure continuous operations, minimizing downtime;
15. 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;
16. 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;
17. Embrace a culture of continuous improvement by seeking opportunities to enhance equipment operation techniques and efficiency;
18. 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
19. 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 5 driver's license and at least one (1) year of relevant work experience. Equivalencies may be considered.

Preference may be given to applicants with two (2) or more years of directly related (municipal or municipal infrastructure-related) labour experience.
2. A Class 5 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. Independently and under close supervision perform duties after-hours when needed and respond to any emergency, as determined by the Director of Operations or designate;

4. Willing and able to perform routine preventative maintenance and repair on position-related tools and equipment and demonstrate the desire to assist with regular maintenance on all County equipment;
5. Capable of using hand and power tools to perform essential and incidental manual tasks associated with position-related tools and equipment operation, maintenance, and repair;
6. 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;
7. Well-developed written and oral communication skills and the ability to follow oral and written directions;
8. Strong interpersonal and collaboration skills along with a demonstrated safety awareness, customer focus, and the ability to work as part of a team;
9. Well-developed planning and organizing skills and dependability for completing all aspects of the position;
10. Capable of courteously and professionally dealing with the general public and responding to their questions or concerns considerately; and
11. 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; vast majority of the work will be outdoors;
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.