



Job Advertisement – Public Works Operator

<u>Department Group:</u>	Public Works
<u>Type:</u>	Full Time
<u>Filled/Vacant/New:</u>	Vacant
<u>Hours:</u>	Regular (35 hours Per Week), Plus Rotational After-Hours On-Call
<u>Multiple Positions (Y/N):</u>	N
<u>Management/Union:</u>	Union
<u>Reports To:</u>	Director of Public Works & Development (Director)
<u>Posting Date:</u>	September 8, 2026
<u>Closing Date and Time:</u>	September 22, 2026 – 4:00 p.m.
<u>Start Date:</u>	To Be Determined
<u>Salary:</u>	\$54,761.61 - \$61,816.97 (Within Operator, Operator Level 1, or Operator Level 2 pay bands based on certifications and experience)

Introduction:

The Municipality of Pictou County (MOPC) is the local government responsible for providing services to citizens in the rural communities of Pictou County, Nova Scotia. The Municipality has a population of approximately 22,000 residents. MOPC's Department of Public Works & Development (Department) provides services in the areas of public works, roads, water, wastewater, GIS, environmental, and development.

The Role:

The Municipality is seeking a Public Works Operator to join our growing team. The purpose of this document is to provide a job description and advertisement for this role which may be reviewed and revised from time to time.

Reporting to the Director of Public Works & Development (Director), and in accordance with Nova Scotia Environment and Climate Change (NSECC) approvals and MPWWA standards, the successful candidate will have the responsibility of supporting the Public Works Group by carrying out maintenance and testing of municipality-owned water and sewer infrastructure, upkeep of municipality-owned properties (roads, sidewalks, ditches, buildings, lawns, etc.), water meter readings, and general labour, among other responsibilities.

As the successful applicant, you will have strong written and technical communication skills and will be a self-starter able to work in a fast-paced work setting to provide excellent levels of service to the public.

This position will require training and ongoing career development, including the completion of coursework and certifications in the areas of water distribution, sewer collection, and sewer treatment, among other fields. As such, the successful applicant must be willing and able to obtain qualifications within the timeframe set out by the Municipality and in keeping with industry standards. They will be committed to continual learning and career development under their own direction or as required by the Director.

The responsibilities of this role shall in all cases be consistent with the Municipality's existing bylaws and policies, relevant legislation, and industry best practices. Furthermore, the successful applicant will work with other groups of the organization including, but not limited to, Building Services, Bylaw Enforcement, Emergency Management, Environmental Services, Financial Services, Communications, Development, GIS, Internet Services, and Recreation, to best serve our residents.



Additional duties may be assigned to this role from time to time by the Director further to those noted above.

Qualifications:

The ideal candidate for this position shall possess a diploma or degree in a related field from a recognized post-secondary institution (college or university) complete with five (5) to ten (10) years of practical related experience or an acceptable combination of education and work experience. Preference may be given to candidates with existing relevant NSECC certifications and experience working in a municipal setting; candidates are encouraged to include such qualifications and experience in their application. The Municipality may consider applicants with less post-secondary education and experience than that noted herein if considered to be in its best interests.

Union:

This role is a union-based position and is subject to the conditions of the existing agreement between the Municipality and its Employees Union (Collective Agreement, NSGEU Local 60).

Hours and Overtime:

This role will generally consist of 35 hours per week during regular working hours. Overtime will be required from time to time and shall be subject to approval by the Director. The successful candidate must also be willing to participate in the Public Work Group's stand-by rotation (3-5 week rotation).

Wages:

Final salary will be in keeping with the salary scales within the Collective Agreement and may vary depending on experience and qualifications.

Career Progression:

The successful candidate shall be required to obtain relevant NSECC certifications within 6 to 12 months of their start date and shall do so as required by the Director. The Employer will pay for any such training and make allowances for work time that may be required to obtain such qualifications. In any case, the Municipality reserves the right to direct training in its best interests and in keeping with the Collective Agreement.

Diversity:

The Municipality is an equal-opportunity employer. We welcome and encourage applications from all underrepresented communities.

Conclusion:

We invite all qualified applicants to apply for this position. However, only those chosen for interviews will be contacted. To apply for this role, please forward your cover letter and resumé to Logan McDowell, Director of Public Works & Development, by email at logan.mcdowell@munpict.ca.

Best Regards,

A blue ink signature of Logan McDowell, written in a cursive style.

Logan McDowell, P.Eng., PMP, EMBA
Director of Public Works & Development
Municipality of the County of Pictou