



**TOWN OF HOLLISTON  
JOB DESCRIPTION**

JOB TITLE:	HEAVY EQUIPMENT OPERATOR	DATE:	08/29/2022
DEPARTMENT:	HIGHWAY	GRADE:	L3
REPORTS TO:	DEPUTY DPW DIRECTOR	FLSA:	NON-EXEMPT

**POSITION PURPOSE:**

Performs duties related to construction, maintenance and repair of town roads, parks, fields and green spaces. Perform snow plowing and removal.

**ESSENTIAL FUNCTIONS:**

Responsible for the construction, maintenance and repair of the town's roadway infrastructure, athletic fields, recreation areas, and green spaces. Performs maintenance and removal of town owned trees, greenery and brush. Empty town and park refuse. Operate a variety of heavy to light motorized, hydraulic and maintenance equipment. May include tasks such as shoveling, raking, weed whacking, mowing and other duties as assigned.

Operate snow plowing and removal equipment, sand roads and transport snow from in town areas. Operate equipment such as front-end loader, backhoe, skid steer, mini excavator, catch basin cleaner, street sweeper, chipper and side arm mower.

Ability to function independently within scope of department duties, policies, and priorities.

**SUPERVISION:**

Works under the general direction of the Deputy DPW Director. Must maintain departmental integrity at all times.

**WORK ENVIRONMENT:**

Work is performed in an outdoor environment. Majority of work is performed in a moderately noisy environment; work is subject to seasonal fluctuations and administrative deadlines. Makes frequent contact with the general public. Contacts are primarily in person. Contacts with the public require considerable patience and courtesy and the ability to maintain confidentiality.

**RECOMMENDED MINIMUM QUALIFICATIONS:**

**EDUCATION AND EXPERIENCE:**

High school graduate or equivalent and basic knowledge of the trades as they relate to road construction and repair and grounds maintenance. Minimum three (3) years' experience in roadway construction and maintenance, including paving and drainage, tree maintenance, snow and ice removal, and heavy equipment operation. Prefer some basic knowledge of the trades as they relate to road construction and repair, and grounds maintenance.

**ADDITIONAL REQUIREMENTS:**

Ability to pass Town of Holliston background process and become CORI certified.  
Ability to work extended hours as required and responsible for on call duty when required.  
Must comply with pre-employment drug testing and maintain negative resulted random drug testing thereafter.



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**KNOWLEDGE, ABILITY AND SKILL:**

Minimum three years' experience in roadway and recreation area construction and maintenance, tree maintenance, snow and ice removal and heavy equipment operation.

Must possess a Class B Massachusetts Commercial Driver's License (CDL) and class C hoisting license with restrictions no less than 2B, 4E and 4G.

**PHYSICAL REQUIREMENTS:**

Employee is regularly required to walk, stand, sit, speak and hear; uses hands to handle, feel or operate objects, tools, or controls. Employee may be required to stoop, bend and lift or move objects weighing up to 100 pounds. Vision and hearing at or correctable to normal ranges.

**NOTES:**

The essential functions or duties listed herein are illustrations of the type of work that is performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Reasonable accommodations may be made to enable individuals with disabilities perform the essential functions. This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.