



SIERRA COUNTY POSITION DESCRIPTION

JOB TITLE: EQUIPMENT OPERATOR
DEPARTMENT: ROAD
SUPERVISOR: ROAD AND LANDFILL DIRECTOR
GRADE: 4
FLSA STATUS: NON-EXEMPT

JOB SUMMARY

Under the direct supervision of the Road and Landfill Director, accomplishes the County's objectives by operating and transporting light to heavy-duty equipment for the construction, maintenance, and repair of County roads, according to established policies, procedures, and safety protocols.

ESSENTIAL FUNCTIONS

- Maintains, blades, and repairs County roads; inspects roads for damage; cleans bar ditches and turn outs; and clears foliage and brush along roadways.
- Operates and transports heavy equipment and materials including front-end loader, dozer, grader, backhoe, roller, and sweeper.
- Excavates, backfills, grades, and levels earth or breaks new ground to rough specifications for various road maintenance and construction projects.
- Cleans, repairs, and replaces cattle guards and culverts as necessary.
- Maintains equipment and tools; welds and fabricates tools and equipment as necessary.
- Completes preventive maintenance and minor repairs on equipment and machinery; performs oil changes on equipment.
- Plows and removes snow on County roads; assists with flood control as needed.
- Operates trash truck when required.
- Assists road crew as requested.
- Rebuild road washouts as necessary.
- Performs traffic control in emergency situations.
- Fill in at transfer station when needed.
- Builds and fosters effective working relationships with others.
- Remains flexible in working hours as needed to meet deadlines and support organizational needs.
- Executes other tasks and responsibilities as assigned.

****APPLICANT MUST DISCLOSE REAL OR PERCEIVED CONFLICTS OF INTEREST AND MUST ABIDE BY THE GOVERNMENTAL CONDUCT ACT (NMSA 10-16-1 (ET. SEQ.)).***

MINIMUM QUALIFICATIONS

- High School Diploma or equivalent.

- Two (2) years' road maintenance, heavy equipment operation, or related experience preferred.
- You must obtain and maintain Class A CDL within twelve (12) months of hire.
- A valid driver's license is required.
- Must be able to successfully pass a background screening / investigation.

KNOWLEDGE, SKILLS, AND ABILITIES:

KNOWLEDGE OF:

- Applicable federal, state, and county laws, regulations, and requirements.
- Principles and practices of road construction and maintenance procedures.
- Equipment and traffic safety procedure; occupational hazards and proper safety procedures.
- Routine equipment and vehicle maintenance.
- The FHWA Manual of Uniform Traffic Control Devices.
- Sierra County roads.

SKILL IN:

- Operation of vehicles ranging from one-ton trucks to tractor-trailer rigs with various speed and gear ranges.
- Operation of heavy-duty equipment including scraper, front end loader, dozer, grader, backhoe, and sweeper.
- The use of hand and power tools such as welder, torch, air compressor, power washer, and chainsaw.
- Vehicle and equipment maintenance and repair.

ABILITY TO:

- Communicate effectively in the English language, both verbally and in writing.
- Follow written and verbal instructions accurately.
- Interact and maintain good working relationships with individuals of varying social and cultural backgrounds.
- Make effective decisions in emergency situations.
- Analyze problems, project consequences, identify solutions, and implement recommendations.
- Demonstrate excellence in everything, and continually seek improvement in results.
- Work under stressful circumstances.
- Communicate tactfully and courteously.
- Work independently and maintain a professional attitude.
- Read and understand vehicle operator's manual.
- Anticipate, recognize, and evaluate hazardous conditions.

PHYSICAL/MENTAL DEMANDS, WORK ENVIRONMENT, EQUIPMENT USAGE

WORK ENVIRONMENT:

Work is generally performed outside or in a vehicle, with regular exposure to varying

temperatures and weather conditions. Evening and/or weekend work may be required. Employee may be exposed to hazardous materials; dust, fumes, airborne particles, and/or allergens; infectious disease; excessive noise; and hostile or violent individuals. Work may involve high risk or potentially dangerous situations. Work takes place near hazardous/moving equipment or machinery and requires the use of protective clothing, equipment, devices, and materials. Tight time constraints and multiple demands are common. Travel may be required for training, meetings, conferences, presentations, and other events.

PHYSICAL/MENTAL REQUIREMENTS:

While performing the duties of this job, the employee regularly is required to sit; use hands to finger, handle, or feel; reach with hands and arms; and or communicate effectively. The employee is regularly required to lift up to 50 pounds and occasionally up to 100 pounds. Close vision ability and clarity of vision at long distance are required. Incumbent may sit for extended periods of time. Position may cause stress and tension.

EQUIPMENT, TOOLS, AND MATERIALS:

Tools used in performing the essential functions of the job: loader, grader or bulldozer, industrial trucks or automobiles, vehicle jacks and hoists, dollies, welding torch and other welding equipment, cherry picker, transmission jacks, wrenches, air guns, sledges hammer, pry bars, cheater pipes, bars, and chains.

****SIERRA COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER AND WELCOMES APPLICATIONS FROM ALL SUITABLY QUALIFIED PERSONS REGARDLESS OF THEIR RACE, SEX, DISABILITY, RELIGION/BELIEF, SEXUAL ORIENTATION, OR AGE.***