

Job Class Profile: Equipment Operator III**Pay Level: CG-23 Point Band: 388-421**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	2	2	5	6	2	2	3	1	4	
Points	93	33	32	29	60	43	62	21	43	416

JOB SUMMARY

The Equipment Operator III is responsible for operating heavy equipment such as a grader to grade access roads for logging and silviculture operations.

Key and Periodic Activities:

- Operates a grader to prepare road surfaces which includes cutting out potholes; spreading gravel and stone; removing large rocks and debris and creating outtakes for water run-off.
- Performs general equipment maintenance such as changing oil and air filters and checking oil levels.
- Replaces cutting edges and tires, when required.

SKILL**Knowledge****General and Specific Knowledge:**

- Safe Work Procedures
- Heavy Equipment Operation and Maintenance
- Policies, Procedures & Guidelines

Formal Education and/or Certification(s):

- Minimum: High School Diploma and completion of a 6 month Heavy Equipment Operator Training Course. Possession of the appropriate operator's license as issued by the Province of Newfoundland and Labrador.

Years of Experience:

- Minimum: 1 to 2 years

Competencies:

- Good Judgement
- Ability to repair or calibrate machinery
- Ability to operate machinery

Interpersonal Skills

- A range of interpersonal skills include asking contractors questions to get information

regarding road surfacing requirements.

- Communications occur with co-workers, supervisor/manager, and contractors.
- Most significant contacts are with co-workers and supervisor/manager regarding the completion of day-to-day activities.

EFFORT

Physical Effort

- The demands of the job occasionally result in considerable fatigue, requiring periods of rest.
- Lifting or moving objects over 50 lbs such as cutting edges or tires is required occasionally.
- Operates heavy equipment and therefore required to sit and drive constantly.
- Manual or physical activities include constantly operating heavy equipment and equipment that requires rapid physical movement and reflexes and maintaining physical balance.

Concentration

- There is a requirement for **visual** concentration when operating heavy equipment and being aware of the work environment/surroundings.
- **Auditory** concentration is required to listen for different sounds from the motor and other equipment.
- Alertness and concentration are required when performing **repetitive** tasks such as spreading gravel and stone over a road surface and determining the correct amount required.
- **Higher than normal levels of attentiveness and alertness** are required when operating heavy equipment to ensure the safety of other persons/drivers who are using the same roadways.
- **Time pressures, deadlines and interruptions** are experienced on an occasional basis.
- **Exact results and precision** are required when spreading gravel and stone to ensure the correct amount is used.

Complexity

- Work involves operating heavy equipment which involves performing tasks that are similar/related in terms of the skills and knowledge required and the tasks are typically repetitive and well defined.

RESPONSIBILITY

Accountability and Decision-Making

- Receives general direction from a supervisor related to work assignments and are expected to perform duties under limited supervision in accordance with accepted practices and precautions of machine operation.
- Discretion and independence of action is exercised in determining the road to be graded and the length of time required to perform the work.

Impact

- Work results can have a positive impact within the immediate work area and on the general public as well as on equipment, finances, health and safety, and on the corporate image if a good safe driving surface is produced.

- Mistakes or errors such as a rock left on the road can cause damage to other vehicles, increase financial costs for vehicle repairs, can pose health and safety risks to other drivers and negatively impact the corporate image.
- Errors are typically identified and resolved within hours of the problem being identified by commercial contractors or the general public.

Development and Leadership of Others

- May provide advice or guidance to new employees.

WORKING CONDITIONS

Environmental Working Conditions

- There is a requirement to wear safety equipment such as a hard hat, safety boots, gloves and safety glasses.
- The likelihood of injury or illness resulting from hazards in the job is limited.
- Exposed to vibration from operating heavy equipment on rough roads and wet or slippery road surfaces. Dirt, dust, filth or garbage and glare are experienced regularly and unusual/distracting noise, fumes, odours and working in awkward or confining spaces are experienced on an occasional basis.