



CITY OF COLWOOD JOB POSTING

POSTING ID #:	COC20260210_LAB2RU
POSITION TITLE:	LABOURER II – ROADS & UTILITIES
DEPARTMENT:	PUBLIC WORKS
POSITION TYPE:	FULL-TIME REGULAR UNION POSITION
POSTING TYPE:	INTERNAL/EXTERNAL
SALARY:	Pay Grade 3 - \$33.37/hr (2024 rate)
HOURS OF WORK:	Monday – Friday between 8am – 5pm (40 hours/week)
BENEFITS:	A comprehensive benefits package per the Terms of the Collective Agreement

The City of Colwood, on the traditional territory of the Songhees and Kosapsum Nations, is a spectacular seaside community set apart by its outstanding natural setting and exceptional quality of life for people of all ages and abilities. Preserving connections to nature and protecting our natural environment while supporting the prosperity of residents and businesses are priorities for the City. Just 25 minutes from downtown Victoria on the West Shore and home to roughly 22,000 residents, the City of Colwood is a great place to work, live, and play.

The City of Colwood has an opportunity for a **Full-Time Regular ROADS & UTILITIES LABOURER II** in the Public Works Department. This is a UNION position with CUPE, Local 374.

The ideal candidate is a physically capable, safety-focused team player with directly related public works experience in local government or the broader public sector. They bring strong communication skills, sound judgment, and the ability to work effectively with supervisors, coworkers, and the public. Experience in any of the listed areas such as roadwork, concrete, line painting, underground utilities, or equipment operation will be considered a valuable asset. Possession of a valid BC Driver's License, minimum Class 5, with air brake endorsement and an acceptable driver's abstract is required.

As with all Public Works positions, occasional crossover to other service areas may be required based on operational needs.

As a member of the City of Colwood team and workplace community, the incumbent is responsible for adhering to all workplace policies and work procedures, and for demonstrating personal leadership and commitment to ethical and respectful conduct and contributing to the physical and psychological safety of the work environment.

NATURE AND SCOPE OF WORK

This is manual work entailing considerable physical effort in a variety of construction and maintenance tasks; training and/or previous experience is required. This position reports to the Manager of Roads & Utilities and is under the functional supervision of the Supervisor of Roads with some direction from the Supervisor of Utilities. Except for routine duties, a supervisor will issue detailed instructions, monitor work progress, and do inspections upon completion.





CITY OF COLWOOD JOB POSTING

MINIMUM TRAINING AND EXPERIENCE REQUIRED

- Minimum two (2) years experience directly related to the work to be performed.
- Demonstrated mechanical aptitude with hand and power tools including compactors and other similar equipment.
- Demonstrated knowledge in the construction and maintenance practices of roads and sidewalks.
- Demonstrated knowledge in the construction and maintenance practices of sanitary and drain networks.

ADDITIONAL TRAINING ASSETS

- Technical training in wastewater maintenance is an asset.
- Competency in Line Painting is an asset.
- Experience operating mobile mechanical equipment is an asset
- Experience in the operations of snow removal and de-icing is an asset.
- Basic First Aid (*formerly OFA level 1*) is an asset.

REQUIRED LICENCES, CERTIFICATIONS AND REGISTRATIONS

- Completion of Grade 12 or equivalent
- Possession of a valid BC Driver's License, minimum Class 5, with air brake endorsement and an acceptable drivers abstract.
- Possession of a valid Traffic Control Person Certificate

A complete job description is available at www.colwood.ca/careers.

Using the subject line **POSTING ID# COC20260210_LAB2RU**, please submit your resume and a detailed cover letter outlining your experience and how you meet the minimum requirements to the Manager of Roads & Utilities at careers@colwood.ca. Applications will be accepted until **4:30pm on Monday, February 23, 2026**.

The City of Colwood is committed to employment equity and fostering inclusivity within our workplace.

We value diversity and are always seeking applications from individuals to enrich the diversity of our team to represent the community we serve.

