



CITY OF COLWOOD JOB POSTING

POSTING ID #:	COC20260806_EOII
POSITION TITLE:	EQUIPMENT OPERATOR II
DEPARTMENT:	PUBLIC WORKS – ROADS & UTILITIES TEAM
POSITION TYPE:	REGULAR FULL-TIME UNION POSITION
POSTING TYPE:	INTERNAL/EXTERNAL
SALARY:	Pay Grade 6 - \$38.27/hr (2026 rate)
HOURS OF WORK:	Monday – Friday between 8am – 5pm, 40 hours per 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 community and organization to be a part of.

The City of Colwood has an opportunity for a **Full-Time Regular EQUIPMENT OPERATOR II** to join our **Roads & Utilities team** within the Public Works Department. This is a UNION position with CUPE Local 374.

Our ideal candidate is a knowledgeable, experienced and skilled equipment and vehicle operator, able to consistently and safely carry out the physically and mentally demanding duties required of the role, while demonstrating strong leadership skills, sound judgement and contributing positively to the team environment.

NATURE AND SCOPE OF WORK

Reporting to the Manager of Roads and Utilities, with functional leadership from the Supervisor of Roads, the Equipment Operator II performs skilled work requiring the operation and maintenance of equipment and vehicles relating to all Public Works service areas. The incumbent will be required to assist in training and guidance for employees regarding the safe and effective operation of mechanical equipment. The Equipment Operator II is expected to participate physically in any municipal work as directed, with assignments in the Parks, Roads and Utilities Departments as needed or assigned. Considerable independent judgment, and professional advice is required of the Equipment Operator II in carrying out these duties within a municipal construction environment.

As a member of the City of Colwood team and workplace community, the incumbent is responsible for adhering to all workplace policies and 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.





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MINIMUM TRAINING AND EXPERIENCE REQUIRED

- Completion of Grade 12 or equivalent.
- Three (3) years applied experience in operating machinery, including specific experience with track excavators, single axle trucks, asphalt rollers, crane trucks, skid-steers, backhoe excavators, and other equipment used in municipal construction work.
- One (1) year experience with municipal snow and ice operations or similar.

LICENSES, CERTIFICATIONS AND REGISTRATIONS

- Possession of a valid BC Drivers License, minimum Class 5 with Air Brake Endorsement is required, and driver's abstract acceptable to the City;
 - Class 1 or Class 3 BC Drivers License is a strong asset.
- Heavy Trailer Endorsement is required.
- Traffic Control Certificate (TCP).
- Heavy Equipment Operator Certification is preferred.
- Level 1/Basic First Aid Certification is an asset.

A complete job description is attached to this posting.

Using the subject line **POSTING ID# COC20260806_EOII**, please submit your resume and cover letter describing how you meet the position requirements, in confidence, to the Manager of Roads & Utilities, at careers@colwood.ca.

The posting closes at 4:30pm on Tuesday, August 18, 2026.

Short-listed applicants will be invited to participate in a job-related practical assessment exercise to demonstrate their knowledge, skills, and abilities relevant to the core requirements of the position as part of the selection process.

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.

