



CITY OF COLWOOD JOB POSTING

POSTING ID #:	COC20260921_EOI
POSITION TITLE:	EQUIPMENT OPERATOR I
DEPARTMENT:	PUBLIC WORKS – ROADS & UTILITIES TEAM
POSITION TYPE:	REGULAR FULL-TIME UNION POSITION
POSTING TYPE:	INTERNAL/EXTERNAL
SALARY:	Pay Grade 4 - \$36.62/hr (2026 rate)
HOURS OF WORK:	Monday – Friday between 7:00am – 4:30pm, 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 I** to join our **Roads & Utilities team** within the Public Works Department. This is a UNION position with CUPE Local 374.

We are seeking a skilled and dependable equipment and vehicle operator who holds a valid Class 3 Driver's License with Air Brake Endorsement and a valid Traffic Control Person (TCP) certificate. The incumbent will safely perform physically demanding municipal work in a variety of conditions and demonstrate sound judgment, adaptability, teamwork, respectful service, and a strong commitment to workplace safety.

NATURE AND SCOPE OF WORK

Reporting to the Manager of Roads and Utilities, with functional leadership from the Supervisor of Roads, the Equipment Operator I performs semi-skilled work requiring the operation and maintenance of equipment and vehicles relating to all Public Works service areas. The incumbent may be asked to assist in training and guidance for employees regarding the safe and effective operation of mechanical equipment. The Equipment Operator I is expected to participate physically in any municipal work as directed, with assignments in the Roads, Utilities, and Parks Departments as needed or assigned. Some independent judgment is required of the Equipment Operator I 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.
- One (1) years previous experience in operating machinery, including specific experience with single axle trucks, asphalt rollers, crane trucks, skid-steers, backhoe excavators, and other equipment used in municipal construction work.
- One (1) years experience with municipal snow and ice operations and maintenance.
- Class 3 Drivers License with air brake endorsement is required.

LICENSES, CERTIFICATIONS AND REGISTRATIONS

- Possession of a valid BC Drivers License - Class 3 with Air Brake Endorsement required.
- Traffic Control Certificate (TCP)
- Basic First Aid Certification is an asset.

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

Using the subject line **POSTING ID# COC20260921_EOI**, 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 Friday, October 2, 2026.

Short-listed applicants must possess a valid Class 3 Driver's Licence with Air Brake Endorsement and a valid Traffic Control Person (TCP) certificate. Eligible candidates will be invited to participate in a job-related practical assessment designed to evaluate the knowledge, skills, and abilities required to perform the essential duties of the position.

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.

