

Town of Worthington – Highway Department

Job Opportunity: **Equipment Operator / General Laborer**

The Town of Worthington is currently accepting letters of interest and resumes from qualified individuals for a full-time Equipment Operator/General Laborer position within the Highway Department.

Nature of Work

Under the direction and supervision of the Highway Superintendent, this position involves a wide range of manual labor and equipment operation in support of the Town's public works functions. Duties include, but are not limited to:

- Snow and ice control, including plowing, sanding, and salting roads
- Roadway construction and maintenance, including paving, patching, and grading
- Drainage system installation and repair
- Maintenance of public buildings, parks, and grounds
- Routine and emergency equipment maintenance and repair
- Support for emergency response efforts, such as storm cleanup, tree removal, and water line repairs

Work is performed outdoors in all weather conditions and may involve extended hours, including nights, weekends, and holidays. Employees must be available for on-call duty 24/7, year-round.

Essential Job Functions

- Operate a variety of light and heavy motorized equipment, including:
 - Dump trucks, sanders, snowplows
 - Tractors, loaders, backhoes, road graders
 - Gasoline-powered hand tools (chainsaws, compactors, etc.)
 - Perform routine inspections and minor repairs on equipment
 - Assist in traffic control and site safety during roadwork
 - Maintain accurate daily work logs and equipment usage records
 - Follow all safety protocols and departmental procedures
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Minimum Qualifications

- High school diploma or equivalent (GED)
- Valid Massachusetts CDL (Commercial Driver's License)
- Valid Massachusetts Hydraulic Hoisting License
- OSHA-10 Certification (Construction Safety and Health)

- Demonstrated knowledge of:
 - Public works construction and maintenance practices
 - Safe operation of heavy equipment and tools
 - Roadway and drainage system maintenance
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Essential Physical Requirements:

- Ability to work an 8-hour shift, five days per week, or as scheduled.
 - Must be capable of maintaining prolonged periods of standing and/or sitting and walking throughout the workday.
 - Must be able to perform duties in a manner that ensures productivity and workplace safety.
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Preferred Qualifications

- Experience in municipal highway or public works departments
 - Familiarity with DPW operations and seasonal maintenance cycles
 - Basic mechanical skills for equipment troubleshooting and repair
 - Ability to read and interpret construction plans and diagrams
 - Strong work ethic and dependability
 - Ability to work independently and as part of a team
 - Good communication and interpersonal skills
 - Willingness to learn and take on new responsibilities
 - Commitment to public service and community safety
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Application Process

Interested candidates should submit a letter of interest, resume and three (3) references with relevant contact information to:

Email:

highway@worthington.ma-us

selectboard@worthington.ma-us

Or mail to:

Town of Worthington Highway Dept

PO Box 643

Worthington MA 01098