



The Corporation of the County of Haliburton

Requires a STUDENT SEASONAL FLAGPERSON/LABOURER

The County of Haliburton Roads Department is accepting applications from qualified students interested in obtaining a Seasonal Flagperson/Labourer position. The hourly rate for this unionized CUPE 1960 position is \$17.05/hr.

The successful student will have experience in traffic control and be able to perform heavy manual labour duties in an outside environment. Possession of a DZ licence will be considered an asset.

Candidates must be students between 15 and 30 years of age, registered as a full-time student during the preceding academic year, and intend to return to school on a full-time basis during the next academic year.

A detailed job description can be found attached to this advertisement.

Please submit a detailed resume indicating your skills and experience no later than **Tuesday, April 23rd at 8:00am.** Please send your resume to:

Andrea Bull, Human Resources Manager
abull@county.haliburton.on.ca

We thank all who apply for this position; however only those selected for an interview will be contacted.

The County of Haliburton is an equal opportunity employer. In accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, the information gathered will be used solely for the purpose of job selection.

3. EDUCATION AND SPECIFIC TRAINING:

- a) **Minimum schooling or formal training:**
Grade 12 education or its equivalent.
- b) **Provincial or other vocational or professional certification or degree required/preferred:** None.
- c) **Skills/training needed to perform the job/operate equipment:**
Possession of a valid Class DZ drivers' license (asset)
Chainsaw training (chainsaw course)
Ability to understand operating/maintenance instructions and safety precautions
Ability to operate heavy equipment - i.e. crew cab dump trucks, backhoe
Mechanically inclined

4. EXPERIENCE

- 2 to 3 years of related experience
- Competence should be achieved by a new person in one year.

5. INITIATIVE (INDEPENDENCE OF ACTION)

- a) **3 decisions made or duties performed without consulting with superiors, or subsequent checks being done:**
 - 1. Choosing safe techniques for tree and brush removal according to training provided.
 - 2. Purchasing fuel for County vehicles and equipment as required.
 - 3. Ensuring all tools, equipment and safety devices are in proper working order prior and after using them.
- b) **3 decisions made or duties performed with consultation or approval from a superior:**
 - 1. Purchasing supplies, tools, equipment or repair services.
 - 2. Deciding to work overtime to complete a task.
 - 3. Changing the scope of work for a given task.
- c) **Guidelines, procedures, manuals, etc. utilized in performing duties, making decisions, etc.:**
Equipment operator's manuals, Driver's Handbooks, WHMIS documentation, and Occupational Health and Safety Act., County Health & Safety Policy Manual
- d) **Financial responsibilities, (i.e. budgeting, remittances, etc.) and total dollar amounts involved - None.**

6. IMPACT OF ERRORS

Two typical major errors that could reasonably be made and the consequences such errors may have, e.g. time lost, waste, money lost, damage to equipment, effect on others:

- 1. Error in flagging could result in injury to co-workers/public, as well as damage to vehicles/equipment. Could also result in law suit against the Roads Dept.
- 2. Error in wearing safety equipment or using safety guarding may result in personal and co-worker injuries

7. INTERNAL/EXTERNAL CONTACTS: Person (P), Telephone (T), Writing (W)**Position Contacted: How Often: Purpose: How:****Internal:**

Superintendent	Daily	Coordinate activities, receive direction	P, T
Other Staff	Daily	Coordinate activities, ensure safety of operations	P, T
Mechanic	As Required	Explain equipment problems get advice	P, T

External:

Suppliers, Service Persons	Occasionally	Describe equipment problems, obtain parts or tools	T, W
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8. SUPERVISION OR DIRECTION OF EMPLOYEES

Total number of staff for whose work and performance this position is accountable for: None.

9. PHYSICAL, MENTAL AND VISUAL DEMANDS**(Show examples)****Percentage of Total Work Time****0-20% 20-50% 50-75% 75%+****Comfortable, few exceptional demands:** 0-20%

Riding to and from work sites.

Intense visual/listening concentration: 0-20%

Reading equipment manuals, safety policies, internal correspondence, obtaining instructions and directions

Lifting, carrying, climbing: 50-75%

Lifting and carrying posts, signs, equipment parts, tools and machinery, removing beaver dams, cutting trees and brush, operating chipper, steamer, compaction equipment

Other heavy physical effort:**10. WORKING CONDITIONS****a) Unpleasant aspects, i.e. heat, cold, odors, noise, work interruptions, outside work, danger, etc.:****Minor aspects:****Major aspects:** Noise of trucks and equipment, insects, dust, odors from engine exhaust, danger of injury from equipment and physical effort, driving in poor conditions.**b) Total Hours per week:** 40.**Shift work:** No.**Other unusual hours:** May be called outside of regular working hours for summer emergency work.**c) Personal vehicle required:** No.