



TOWN OF BLANDFORD
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TOWN OF BLANDFORD HIGHWAY LABORER

DEFINITION:

Position is responsible for driving Highway Department vehicles, operating heavy motor equipment, and performing heavy manual labor for all road construction, maintenance, and repair projects.

ESSENTIAL FUNCTIONS

The essential functions or duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

- Assists with road maintenance and repair projects by performing manual work and operating highway equipment. Examples of projects include the following: constructing and repairing roads, catch basins and drainage systems; raking, dumping, spreading, grading, and rolling of asphalt, gravel, stone, and any other material for roads; cutting and chipping brush and trees; removing brush and leaves; mowing the roadside; repairing signs; plowing snow and sanding and salting road; and other maintenance, care, upkeep, and repairs.
- Operates heavy and light equipment of high complexity; trucks and attachments; operates power grader, front-end loader, backhoe, rollers, etc. Operates vehicles providing roadway snow removal and sanding.
- Performs limited mechanical work; operates all hand tools needed to perform labor tasks; mounts snowplows; maintains snow emergency equipment.
- Assists other Highway staff as required.
- Regular attendance and punctuality in arrival at the workplace are required.
- Performs similar or related work as required, directed or as situation dictates.

SUPERVISION RECEIVED

Under direct supervision, where clear, detailed and specific instructions govern the work or are explained with each assignment. The employee works as instructed and consults with the supervisor as needed on all matters not specifically covered in the guidelines or instructions.

JUDGMENT

The work involves numerous standardized practices, procedures, or general instructions that govern the work and in some cases may require additional interpretation. Judgment is needed to locate, select and apply the most pertinent practice, procedure, regulation or guideline.

NATURE AND PURPOSE OF CONTACTS

Relationships are primarily with co-workers incidental to the purpose of the work and involve giving

and receiving factual information about the work. Ordinary courtesy and tact are required. Contacts with the public may be required on an occasional basis.

EDUCATION AND EXPERIENCE

High School diploma or equivalent; two years of road maintenance experience including heavy equipment motor vehicle operation; mechanical repair experience highly desirable; or any equivalent combination of education and experience.

Possession of a valid C.D.L. Class B. Possession of a valid 2A Hoisting Engineer's license. Willingness to obtain 4G Specialty Lawn Mowers License. Possession of a valid Massachusetts state driver's license.

KNOWLEDGE, ABILITY, AND SKILLS

Knowledge: Comprehensive technical and practical knowledge of the materials, methods, and techniques relative to highway projects, snow/ice removal, and other highway/road issues. Thorough knowledge of the practices, techniques, tools, equipment, materials and safety precautions of highway/bridge construction, snow removal, maintenance, and repair. Working knowledge and experience as heavy equipment operator, mechanic, or construction craft person.

Abilities: Ability to perform heavy manual labor under varying weather conditions. Ability to follow detailed oral and written instructions given by supervisor. Ability to communicate effectively verbally with supervisor. Ability to follow proper methods, procedures, and safety precautions. Ability to be firm, tactful, courteous and use good judgment with colleagues, residents, and contractors.

Skills: Oral communication skills. Mechanical and driving skills.

WORK ENVIRONMENT

The work is conducted in shop conditions and outdoors. The duties may involve exposure to noise, odors, chemical fumes, dust, smoke, heat, cold, oil, dirt or grease. Work may be continually performed outdoors, regardless of weather conditions

PHYSICAL, MOTOR, AND VISUAL SKILLS

Physical Skills

Work requires moderate intermittent physical strength and effort daily, such as lifting heavy objects, carrying the object(s) and stacking them or moving them. In addition, pulling, pushing, standing or walking for the full workday may also be involved. A great deal of physical effort must be exerted at this level.

Motor Skills

Essential functions involve close hand and eye coordination and physical dexterity. Manipulation and motor control under conditions which may require extreme accuracy.

Visual Skills

Visual demands require routinely reading documents for general understanding and analytical purposes.