



JOB POSTING – Mar 11, 2025
DEADLINE- Until Filled
INTERNAL FOR 10 WORKING DAYS

Job Title: Hoisting Equipment Operator

Department: Public Works

Reports to: Highway Foreman

Job Summary: Skilled manual work in the operation of a crane equipped with a shovel for which a special operating license is obligatory.

Positions Open : 1

Division: Highway Division

Supervisory Responsibilities: None

Supervision: Works under the supervision of the Highway Foreman or Working Foreman

Essential Functions:

- Makes limited contacts beyond immediate associates.
- Performs skilled duties in the operation of assigned heavy and complex equipment requiring independent judgment to avoid breakdown or to avoid damage to public or private property.
- Errors could be costly to correct or could result in serious personal injury or abuse of expensive specialized machinery.
- Work requires constant heavy physical effort and is performed under varying weather conditions.
- Operates hoisting equipment such as backhoes, cranes, power shovels, front end loaders and catch basin machines where the equipment is driven by;
 1. Internal Combustions Engines
 2. Electric or Compressed Air Motors which are either;
 - Mechanically operated by levers, switches, or valves through drums with cable or cables.
 - Hydraulic liquid operated through levers, switches, or valves having power cylinders and has arms and/or rams which include derricks, cranes, draglines, clamshells, orange peels, pile drivers, shovels, backhoes, front end loaders, trenching machines, and similar apparatus, and where a special license from the Mass. Dept. of Public Safety is required.
 - Services and makes minor adjustments to equipment
 - May perform manual labor tasks and from time to time will be requested to operate other departmental equipment

Physical Requirements:

- Physical ability to manipulate heavy motor equipment,
- Must be able to operate a vehicle, heavy equipment, and tools.
- Tasks involve the regular and sustained performance of moderately physically demanding work, typically involving some combination of driving, climbing, balancing, stooping, kneeling, crouching, and crawling, and which involves the lifting, carrying, pushing and/or pulling of moderately heavy objects and materials (up to 50 pounds) and occasionally heavier objects and materials (up to 100 pounds).
- Tasks require sound, depth, and visual perception and discrimination.
- Requires the ability to coordinate hands and eyes in operating motor vehicles and heavy equipment.
- Requires the manual dexterity to handle a variety of items, control knobs, buttons, switches, catches,

tools, etc.

- Must have significant levels of eye/hand/foot coordination.
- Must be adaptable to performing under stress when confronted with emergencies or tight deadlines. The worker may be subject to danger or risk to a moderate degree.
- Communications: Requires the ability to talk and hear.

The physical demands described above are representative of those that must be met by an employee to perform the essential functions of this job successfully. Reasonable accommodation(s) if needed will be provided for the employee with the adequate strength, dexterity, coordination, and visual acuity in a manner that does not pose a direct threat to the health or safety of the employee or others in the workplace.

Job Environment:

Field work is performed outdoors with loud noise levels and exposure to variable weather conditions/hazards associated with heavy motor equipment. The workload is subject to seasonal and weather-related fluctuations. Responds to emergencies, operates telephone. Errors could result in delay or loss of services, personal injury to self and/or others, damage to equipment, or monetary loss.

Required Skills/Abilities/Knowledge:

Skilled in operating heavy motor equipment. Knowledge of:

- The operation, care and minor maintenance and adjustment of heavy construction and maintenance equipment.
- Hazards and safety precautions involved in operating heavy motor equipment.
- Traffic laws, rules, and regulations.
- Ability to operate heavy construction and maintenance equipment safely and efficiently.
- Ability to make minor repairs and adjustment to heavy motor equipment and appurtenances.
- Ability to understand and follow oral and written instructions.

Experience required:

- At least one year paid experience in operating heavy construction and maintenance equipment.

Education, certification, licensure, or other similar requirements:

- Must have a high school education or GED.
- Must possess a valid 4G Hoisting Equipment Operator's License is required as well as a CDL Class B and Massachusetts DOT Card.

Other Factors: Errors could result in costly damage to equipment or result in breakdown in operation. Exercises some independent judgment on repair methods and replacement of parts; decisions subject to review while work is in progress. May be assigned tasks of Motor Equipment Operator. Tasks may require frequent exposure to adverse environmental conditions.

Other requirements: Must be able to pass an employment physical, drug screening, and criminal background check.

Fair Labor Standards Act (FLSA) status: Non-Exempt (hourly)

Employment Status & Hours: Regular Full-time employment, 40 hours per week, Monday-Friday, 7:00 a.m. to 3:00 p.m.

Pay rate: \$23.73 (minimum) up to \$25.49 (maximum) per hour (Grade PW-22)

Employee Benefits: Health, Dental, Life Insurance, Optional Vision, Flexible Spending Account (FSA), and Short-term Disability

How to Apply: Please send a resume and cover letter to Personnel@holyoke.org

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