

**TOWN OF RICHMOND  
FULL TIME PLOW DRIVER / EQUIPMENT OPERATOR / LABORER**

**IMMEDIATE OPENING**

**Department of Public Works**

Richmond Public Works is accepting applications for a **full-time Public Works Operator** to join our high-performing team. This position performs a variety of road, winter maintenance, grounds, town and school facilities upkeep, and duties essential to serving the community. Richmond is a customer-focused, non-union, results-oriented and safety-conscious employer.

The position involves a combination of skilled and semi-skilled work at Town and School buildings, facilities, and parks, with duties that include road construction and maintenance, winter plowing, mowing, landscaping, grounds maintenance, and light mechanical and repair tasks.

The successful candidate will be a motivated team player, capable of working independently to successfully complete assigned tasks, at times with limited supervision. The successful candidate must have strong interpersonal skills, be willing to learn new skills, and capable of contributing to a high-performing team. They must be dependable, able to perform physical labor in all weather conditions, and willing to work other than normal working hours during planned town or school events, storms, and emergencies.

**Essential Duties**

- Operate light trucks and equipment for snow plowing, sanding, and winter maintenance
- Perform road maintenance including ditching, culvert, catch basin and asphalt repairs
- Operate light to moderately heavy equipment (dump trucks, loaders, mowers, and backhoes)
- Perform manual labor such as shoveling, raking, loading/unloading materials, and debris removal
- Maintain Town grounds, parks, cemeteries, and public spaces (mowing, trimming, seasonal cleanup)
- Assist with maintenance and minor repairs of Town buildings and facilities
- Install and repair signs, posts, and street markings
- Assist with routine maintenance and cleaning of vehicles, equipment, buildings, and garage
- Respond to emergencies and participate in winter operations, including nights and weekends as required

**Minimum Qualifications**

- High school diploma or equivalent
- Valid State of Maine driver's license with a clean driving record

- Two (2) years of experience in equipment operation, construction, maintenance, grounds, or facilities work (or equivalent combination of education and experience)
- Ability to perform physical labor and work outdoors in all weather conditions

### **Work Environment**

- Primarily outdoor work with some indoor facilities duties
- Moderate to heavy physical effort, including lifting up to 60 pounds for moving materials, office furniture, and equipment

### **Compensation & Benefits**

- Entry level wage is \$23.50/hour with overtime after 40 hours/week
- The town operates a 4-day work week, Mon-Thu, 6:00 am to 4:00 pm
- Excellent municipal benefits package, including health and dental insurance (100% paid by Town for single and 90% for family coverage), life insurance, paid holidays, accrued leave, income protection, and retirement options
- Paid training, skill development, certificates benefiting the Town, and tuition assistance

### **How to Apply**

Applications are available at the Town Office, and website: [www.richmondmaine.com](http://www.richmondmaine.com)

Submit application to the Director of Public Works at [publicworks@richmondmaine.com](mailto:publicworks@richmondmaine.com)

**Position open until filled with interviews offered to qualified candidates beginning April 6<sup>th</sup>**

**The Town of Richmond is an Equal Opportunity Employer**