



- Consistently uses recommended personal protective equipment.
- Maintains accurate records, such as equipment inspection logs.
- Maintains a clean, organized work area and equipment free of hazards. Proactively corrects and/or reports potential hazards in the workplace when observed.
- Communicates effectively and works harmoniously with supervisors and other employees.
- Performs other related duties and tasks as assigned.

Minimum Qualifications (Recommended)

Education, Training, and Experience:

High School Diploma or equivalent required. Valid Class A or B Commercial Driver's License (CDL) is required. Prior experience in the operation of standard automotive equipment heavier than passenger vehicles required. Prior experience operating heavy equipment, such as tractors, loaders, and backhoes, preferred. Any equivalent combination of education, training, and/or experience that provides the required knowledge, skills, and abilities may be considered.

Knowledge, Skills, and Abilities:

- Ability to maintain valid Maine Commercial Driver's License (CDL) Class B or higher and be insurable in a normal risk pool.
- Ability to pass periodic drug and alcohol tests, as outlined in the Town of Gorham Drug and Alcohol Testing policy.
- Knowledge of the traffic laws, ordinances and rules involved in the operation of automotive vehicles.
- Ability to work extended and on-call hours as needed, including nights, weekends, and holidays.
- Ability to consistently work as scheduled, including arriving and leaving on time.
- Ability to safely operate trucks, heavy equipment, and other various motorized equipment according to laws and safety regulations.
- Knowledge of industry safety standards with the ability and willingness to work in a safe manner and follow established safety procedures at all times.
- Ability to make minor repairs and adjustments on all equipment.
- Ability and willingness to display a high level of respect and professionalism in the workplace at all times.
- Ability to communicate effectively and resolve problems in a calm, respectful, and positive manner.
- Ability to work effectively with various personality types and diverse backgrounds.
- Ability to work cooperatively and harmoniously with co-workers, supervisors, and members of the public.
- Ability to accept direction and work as a team. Willingness to cross-train with other team members.
- Knowledge of the geography of the Town, including the location of most streets.
- Ability to successfully complete any necessary training.



- Ability to perform all essential functions of the position.

Physical & Mental Requirements

The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Requirements:

This position involves moderate to heavy physical activity and requires sufficient stamina and agility to safely stand, walk, bend, kneel, stoop, crouch, crawl, lift, climb, and operate a vehicle all day, including during extended work hours and in various extreme weather conditions. Must have the ability to work overtime on a regular basis, including performing on-call duties and occasional evening, weekend, and holiday work as required. Employee must have the ability to remain awake and alert for extended periods of time, especially while performing safety sensitive duties. Sufficient speech and hearing are needed to clearly convey and receive information over the phone and in person. While performing the duties of this job, the employee will regularly inspect documents and reach with hands and arms. Position requires adequate dexterity in hands to frequently finger, handle, and feel objects routinely used to perform job duties. The employee regularly lifts and/or moves moderately heavy objects weighing up to 50 pounds independently. The employee occasionally lifts and/or moves objects weighing up to 100 pounds independently. Requires the ability to recognize and identify similarities or differences between characteristics of colors, shapes, and sounds associated with job-related objects, materials, and tasks. Must have sufficient vision to perform the essential functions of the job, including close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. Must have the ability to drive safely at night and during inclement weather conditions. Must be able to pass periodic drug and alcohol testing.

Mental Requirements:

Work involves occasional contact with the public. Employee is required to frequently interact with other employees as part of a team, as well as work independently with little oversight. Work involves occasional to moderate high stress periods. While performing the duties of this job, the employee is regularly required to use written and oral communication skills; accurately follow verbal and written instructions; observe, analyze, diagnose, and interpret situations; read and interpret technical information, such as diagrams, manuals, and other documents; analyze and solve problems; and use math and mathematical reasoning, including fractions, decimals, and basic number calculations. Employee must regularly perform safety-sensitive work requiring high attention to detail; remain calm in stressful situations; and interact in a professional manner with others.

Work Environment

Work is performed in a typical Public Works environment. Employee regularly works in outdoor environments with exposure to various types of weather conditions and extreme temperatures. While performing the duties of this job, the employee is frequently exposed to fumes or airborne particles, vibration, and moving mechanical parts and equipment. Hazards are considered moderate but controllable, and may include exposure to human error and angry/hostile humans. The noise level is usually moderate with occasional period of loud noise. Personal Protective Equipment is provided.