Cascade County

Job Vacancy Announcement

Position: Laborer	**Closing Date: Open Until Filled**
County Department: Public Works	**Dept. Admin.: Brian Clifton**
Type of Position: Full-Time **Multiple Positions**	**Salary: $21.84 per hour/of which $2.79/hr deferred to union pension** **Must join Construction & General Laborers Local 1686 Union**
Applications available at Cascade County Human Resources Department, www.cascadecountymt.gov or Job Service. All application materials must be turned in to the Cascade County Human Resources Department and date stamped by 5:00 p.m. on the closing date.	

POSITION DESCRIPTION

This position requires the Laborer to perform daily duties of manual work involving the construction, maintenance and repair of the County public works facilities including but not limited to storm drain systems, gravel and paved roadways, bridges, right of way fences, snow fences, snow shoveling, plowing and sanding, operation of snow removal equipment, fueling equipment, and using various other laborer equipment. This position performs strenuous, physical labor; use tools to make various repairs; may conduct inventory of shop equipment and parts, including detailed records of supplies used; purchase parts, materials and tools; follow safety practices; operate vehicles and equipment in a safe and prudent manner; operate equipment as needed. Duties require the ability to communicate and coordinate people and activities while making good decisions and exercising good judgment. This position involves limited exposure in the field to poisonous snakes, stinging insects, ticks and poisonous plants and exposure to solvents, dangerous fumes, sparks from grinding, welding and cutting and exposure to pesticides and other chemicals; maintains an organized, safe and healthy work and shop environment, ensuring strict compliance with all safety, security, cleanliness, environmental and HAZMAT/OSHA regulations; position may involve periodic weekend and evening callouts.

JOB REQUIREMENTS

Knowledge and understanding of: Construction, maintenance and repair practices and techniques of public works facilities, equipment and tools; operation, repair and maintenance of jackhammers, tree saws, fencing, snow removal and sanding equipment, and various other laborer equipment; repair and maintenance of bridges, asphalt, water drainages, cattle guards, and guard rails; traffic sign installation; solid waste disposal; chip sealing; lawn mowing and maintenance equipment; tree and shrub trimming and removal; Rip rap installation; traffic control within construction zones; erosion control techniques; general repairs and maintenance of right of way components; construction work site operations; gravel operations and road construction.

Ability to: Communicate effectively with supervisors, coworkers and the general public; read and interpret information; follow oral and written instructions; perform a variety of technical maintenance and repair tasks with accuracy and speed under the pressure of time sensitive deadlines; use ingenuity and inventiveness in performance of assigned tasks; perform strenuous physical labor and lift up to 100 pounds; follow safety practices; communicate orally and in writing; use logical thought processes to develop solutions; work in adverse weather and extreme temperature conditions; establish effective working relationships with fellow employees, supervisors and the public; direct, motivate and coordinate the work of others; employ and enforce safety practices and procedures; meet challenges with resourcefulness through original thinking and creativity; work with many different cultures respecting their heritage and traditions; respond promptly to requests for service and assistance from the public and various office personnel; observe work hours; demonstrate punctuality; work collaboratively with management and co-workers; observes established lines of authority; operate vehicles and equipment in a safe and prudent manner; work periodic weekend and evening callouts; perform other duties as assigned**.**

EDUCATION AND EXPERIENCE

The above knowledge, skills and abilities are typically acquired through a combination of education and experience. At a minimum, all applicants **MUST HAVE 2 (two) year's work experience in a labor related field; Class A CDL with Air Brakes & Tanker Endorsement PREFERRED. Applicants MUST SUBMIT copy of a valid Montana Driver's License** or be able to obtain within 30 days of hire. Commercial Driver's License preferred, but not required.

The successful applicant must serve a 6 month probationary period and may have a criminal background check conducted. The results thereof may disqualify the applicant from consideration for employment with the County. Applicants must join the Construction & General Laborers Local 1686 Union.

***Notice to Applicants*:** Applicants who are claiming Veteran's or Handicap Preference **must** provide a DD-214 Discharge Document or DPHHS Handicap Certification **and** Employment Preference Form with their application for employment so Cascade County may apply the preference during the selection process.

Cascade County makes reasonable accommodations for any known disability that may interfere with the applicant's ability to compete in the recruitment and selection process or an employee's ability to perform the essential duties of the job. For Cascade County to consider such arrangements, the applicants must make known any needed accommodations.

CASCADE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER