

**TOWNSHIP OF ESQUIMALT  
POSITION DESCRIPTION**

Effective Date 15 March 1995  
Reviewed: May 2017 (no change)

<b>Position Title:</b>	Labourer II
<b>Department/Division/Section:</b>	Public Works

**POSITION FUNCTION**

Perform manual labouring functions on a variety of projects.

**KEY DUTIES**

Perform various manual tasks such as loading trucks, setting up traffic and pedestrian control signs and directing traffic; form, screed and finish concrete; break and lay asphalt; dig trenches; lay sewer pipes; lift and place castings and pipes; assist painter and electrical worker as required.  
Use a variety of hand tools and power equipment such as compressor, jackhammer, cement mixer, drills, concrete cut off saw, tamper and pipe cutter.  
Perform related duties where qualified.

**INDEPENDENCE**

Work is assigned by supervisor.  
Work is reviewed while in progress by supervisor.  
Problems involving deviations from established procedures are referred to supervisor.

**WORKING CONDITIONS**

**Physical Effort:**

Lift and move heavy materials and equipment. (continuous)

**Mental Effort:**

Normal.

**Visual/Auditory Effort:**

Normal.

**Work Environment:**

Outdoors.

Work in close proximity to heavy moving equipment and traffic; work in confined space. (frequent)

**KEY SKILLS AND ABILITIES**

Promote, incorporate and role model the Township's core values into all program activities:

**Accountability** – we are transparent and take responsibility for our policies, our decisions and our actions.

**Integrity** – we practice high standards of ethical behaviour and open communication that inspires trust.

**Respect** – we value people and treat everyone with dignity and fairness.

**Service Excellence** – we strive to meet community needs and achieve high-quality results through teamwork, partnerships, innovation and creativity.

**Passion** – we approach our work with conviction and enthusiasm.

Understand and carry out job related instructions.

Use a variety of hand tools and power equipment.

**QUALIFICATIONS****Formal Education, Training and Occupational Certification:**

Partial High School.

Current and valid Class 5 B.C. Drivers Licence.

Class 3 with air brake endorsement preferred.

**Experience:**

2 years of related experience.

or an equivalent combination of education and experience.

**OTHER**

Length of time to become familiar with job duties and responsibilities: 6 months.

May be requested to substitute in a more senior position.