

JOB POSTING

Southampton Highway Department

Highway Truck Driver / Equipment Operator



Posting Date: 5/11/2026

Closing Date: Open until filled

Step Scale: \$24.22-\$30.71

Full time (40 hours) with Benefits

Please see Town website for application and details:

<https://www.townofsouthampton.org/get-connected/jobs>

A valid Commercial Driver's License (CDL -A or -B with air brake endorsement), DOT Medical Examiners Certification, and Massachusetts Department of Public Safety Hoisting Engineer License with 2A endorsement required, 4E and 4G endorsements highly preferred. Candidates are required to participate in Southampton's snow and ice control program, participate in ongoing DOT screening pool and must pass a pre-employment physical and drug screening.

Please send a Town of Southampton employment application, letter of interest and resume to:

Randall Kemp, Highway Superintendent

P.O. Box 379

Southampton, MA 01073

The Town of Southampton is an equal opportunity employer.

**Town of Southampton, Massachusetts
Final Job Description**

Position Title:	Truck Driver / Equipment Operator	Grade Level:	CBA
Department	Highway	Date:	4/3/2026
Reports to:	Highway Superintendent	FLSA Status	Non-Exempt

Statement of Duties: The Truck Driver / Equipment Operator is responsible for the performance of skilled and unskilled labor and the operation of heavy and light equipment required for the maintenance and repair of the Town's roads and properties and ensuring for the safe and efficient operation of vehicles and machinery. The employee is required to perform all similar or related duties as directed by the department head.

Supervision Required: Under the general direction of the Highway Superintendent and general supervision of the department Foremen, the employee is familiar with the work routine and uses initiative in carrying out recurring assignments independently with specific instruction. The supervisor provides additional, specific instruction for new, difficult or unusual assignments, including suggested work methods. The employee is expected to recognize instances which are out of the ordinary and which do not fall within existing instructions; the employee is then expected to seek advice and further instructions. Reviews and checks of the employee's work are applied to an extent sufficient to keep the supervisor aware of progress, and to ensure that completed work and methods used are technically accurate and that instructions are being followed.

Supervisory Responsibility: The employee is not regularly required to supervise other department or Town employees.

Confidentiality: In accordance with the State Public Records Law, the employee does not have regular access to confidential information.

Judgment: Numerous standardized practices, procedures, or general instructions govern the work and in some cases, may require additional interpretation. Independent judgment is needed to locate, select and apply the most pertinent operating practice, procedure, regulation or guideline.

Complexity: The work consists of a variety of duties which generally follow standardized practices, procedures, regulations or guidelines. The sequence of work and/or the procedures followed vary according to the nature of the transaction and/or the information involved, or sought, in a particular situation.

Work Environment: The employee is required to perform work outdoors on a variety of public works projects regardless of weather conditions. Employee is exposed to equipment/machinery, noise, odors, chemical fumes, dust, smoke, heat, cold, oil, dirt or grease, and risk of personal injury. Work is continually performed outdoors, regardless of weather conditions. The employee may be required to work beyond normal business hours at nights and/or on weekends in response

Highway Department
Truck Driver/Equipment Operator
4/3/2026

Town of Southampton, Massachusetts
Final Job Description

to natural or man-made emergency situations on a, 24/7, 365 days per year basis.

Nature and Purpose of Relationships: Relationships are primarily with co-workers incidental to the purpose of the work involving giving and receiving factual information about the work. Ordinary courtesy and tact is required. The employee has occasional contact with the public.

Accountability: The nature of work or the operation of complex or potentially dangerous equipment increases the probability that the consequences of errors, missed deadlines or poor judgment may include significant monetary losses, waste of material, damage to buildings, equipment, and danger to public safety and/or personal injury.

Occupational Risk: Essential functions regularly present potential risk of personal injury to the employee from the improper exposure to extreme weather conditions or the operation of heavy, complex equipment which could result in loss of time from work. Special written instructions, safety precautions, training, methods and use of personal protective gear is required at all appropriate times.

Essential Functions:

The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

Operates assigned equipment such as backhoe, excavator, front end loader, dump truck, street sweeper, chipper and similar equipment used in the completion of a wide range public works projects such as maintaining streets, storm drainage, sidewalks, setting curbing, grading, patching, reconstructing roads and sidewalks, laying down asphalt or concrete, bricklaying and patching potholes, maintaining buildings and grounds, assist other departments, etc.

Performs physical, manual labor using special equipment including hand tools to dig ditches and trenches, patch roadways, and perform public works related tasks around gas pipes, trees, wires, cars, private property and fellow workers.

Attends training sessions as required to keep abreast of updates or changes in occupational safety requirements.

Required to participate in the Town's ice and snow control program.

Assists with department projects including but not limited to the building and repairing of gravel, dirt and asphalt roads and streets, installing and repairing culverts, cleaning and repairing catch basins and drainage systems.

Performs routine equipment maintenance and conducts light mechanical repair work as needed.

Highway Department
Truck Driver/Equipment Operator
4/3/2026

Town of Southampton, Massachusetts
Final Job Description

Knowledge of the safe operation and minor repairs of small equipment such as mowers, weed whackers, hedge trimmers, pruning saws, chainsaws, power washers, vacuums, snowblowers, sweepers, etc.

Additional tasks and responsibilities as assigned by Highway Superintendent.

Recommended Minimum Qualifications

Education and Experience: Minimum High School diploma or a journeyman's level of trade knowledge; minimum of one to three (1-3) years of prior work experience in the operation of heavy equipment; or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job.

Special Requirements: Position requires a Class 2B Commercial Driver's License (CDL) with air brake endorsement and Class 2A Hoisting Engineer's License; endorsements for Catch Basin Cleaner (4E) and Specialty Lawn Mower (4G) preferred and may be required. As a condition of employment, required to complete a pre-employment physical examination and participate in the Town's Random Drug Testing Program.

Knowledge, Abilities and Skill

Knowledge: Working knowledge of the safe and effective operation of light and heavy equipment and machinery, hand tools and public works department operations. Knowledge of the geography and street layout of the Town. Working knowledge of the occupational hazards and safety precautions of the trade.

Abilities: Ability to read and interpret construction project plans, follow written directions and oral orders, pay careful attention to details, perform work under extreme weather conditions for long periods of time. Ability to interact effectively with department employees. Ability to recognize unsafe working conditions to ensure that appropriate safety precautions are taken to ensure employee safety and to follow oral and written instructions or directions. Ability to be self-motivated. Ability to effectively and safely operate a wide range of construction equipment including hand, hydraulic and pneumatic tools and power equipment. Ability to complete assigned work often under adverse weather conditions and to work long, extended hours during unplanned emergencies such as snowstorms or floods.

Skills: Proficient motor and mechanical skills are required to operate department equipment and tools in a safe and efficient manner.

Physical and Mental Requirements

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

Highway Department
Truck Driver/Equipment Operator
4/3/2026

Town of Southampton, Massachusetts
Final Job Description

Physical Skills: Physically labor-intensive work requires agility, physical strength and stamina, such as moving in or about construction sites or over rough terrain or standing or walking most of the work period. Occasionally, work may require lifting heavy objects and carrying them. There may be need to stretch and reach to retrieve materials. Usually, the work will require extended physical effort over a significant portion of the workday and often under adverse weather or emergency conditions during all hours of the day or night.

Motor Skills: Duties may involve assignments requiring application of hand and eye coordination with finger dexterity and motor coordination. Examples may include using hand and power tools, operating heavy equipment/vehicles or climbing a ladder.

Visual/Auditory Skills: The employee is occasionally required to read documents, personal computer screens and written reports for general understanding and routinely for analytical purposes. The employee must have the auditory ability to listen and comprehend. The employee is regularly required to determine color differences.

This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.