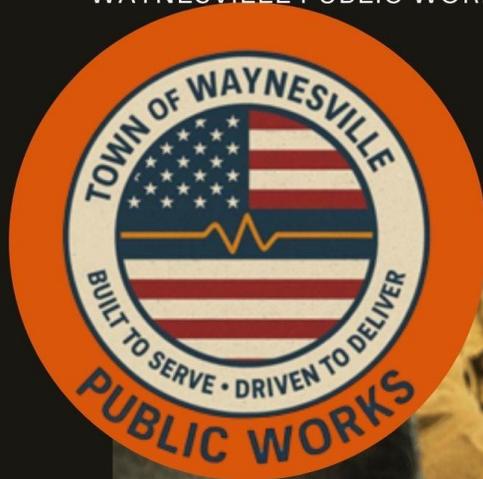


**“The Public Works Department is committed to providing quality, cost-effective, customer-oriented municipal services that enhance the quality of life for the citizens of Waynesville.”**

WAYNESVILLE PUBLIC WORKS DEPARTMENT IS RECRUITING FOR



# EQUIPMENT OPERATOR



*More  
Information:*

[WWW.WAYNESVILLENC.GOV](http://WWW.WAYNESVILLENC.GOV)

*Salary Range:*

**\$40,482.41 - \$64,771.85 DOE**

**5% SALARY INCREASE AT**

**6 MONTHS OF SERVICE**

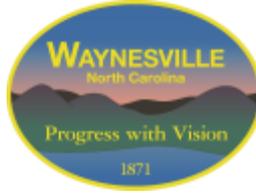
**\*MUST HOLD CDL**



**APPLY IN PERSON OR ONLINE**

[WWW.WAYNESVILLENC.GOV/DEPARTMENTS/HUMAN-RESOURCES/CURRENT-VACANCIES](http://WWW.WAYNESVILLENC.GOV/DEPARTMENTS/HUMAN-RESOURCES/CURRENT-VACANCIES)

**CALL HUTCH REECE FOR MORE INFORMATION: 828-456-3706**



The Town of Waynesville, NC

**JOB DESCRIPTION**

*To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions herein described. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in this job description.*

**From:** Human Resources Department

**RE:** Equipment Operator

**Date:** February 12, 2026

**Department:** Public Works: Streets & Sanitation Division

**Pay Scale:** \$40,482.41 - \$64,771.85\*  
\*(5% increase after successful probation)

**FLSA Status:** Non-Exempt

**Hours:** Monday – Friday; 7:00 a.m. – 4:00 p.m. (Must be able to work weekends, if necessary)

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Operates heavy equipment in Streets & Sanitation in support of other public operations and projects, and to perform other work as assigned. This work is reviewed regularly by supervisor.

**ESSENTIAL TASKS**

The tasks listed below are those that represent the majority of the time spent working in this class. Management may assign additional tasks related to the type of work of the class as necessary.

Manually loads / unloads materials onto vehicles as needed.

Performs maintenance work in support of other Public Utilities functions, including but not limited to installing utility pipe, assisting with road construction and repair, leveling grades, mowing grass, clearing right-of-ways, etc.

In addition to the loader packer, may operate tractors, large mowing tractor with arm attachment, trucks, trailers, excavator, skid steer, front end loader, etc.; operates a jack hammer and other power and hand tools as needed.

Inspects equipment to ensure proper and safe working condition; reports defects or required maintenance to the supervisor.

Performs routine maintenance and cleaning of assigned tools and equipment.

Performs all duties in accordance with applicable policies, procedures, laws, regulations, and standards of quality and safety.

Maintains accurate records of work performed.

**DATA INVOLVEMENT:**

Requires comparing or inspecting items against a standard.

**PEOPLE INVOLVEMENT:**

Requires speaking or signaling to people to convey or exchange information of a general nature.

**INVOLVEMENT WITH THINGS:**

Requires leading, operating or repairing complex machinery or equipment that requires extended training and experience, such as tractors, heavy mowers, trucks, etc. Involves operations of limited scope.

**REASONING REQUIREMENTS:**

Requires performing semi-routine work following procedures with occasional problems.

**MATHEMATICAL REQUIREMENTS:**

Requires using basic addition and subtraction, such as making change or measuring.

**LANGUAGE REQUIREMENTS:**

Requires reading simple sentences, instructions, or work orders; writing simple sentences and completing simple job forms; speaking simple sentences using basic grammar.

**MENTAL REQUIREMENTS:**

Requires doing clerical, manual, or technical tasks prescribed by standard practices, but which may require computation, the use of several procedures, and the use of independent judgments with obvious choices; requires normal attention for accurate results.

**VOCATIONAL/EDUCATIONAL PREPARATION:**

Requires high school diploma, GED equivalent or specialized vocational training.

**SPECIAL CERTIFICATIONS AND LICENSES:**

*Must possess a valid North Carolina commercial driver's license with appropriate endorsements.*

*Preferred Class A can be with restriction of fifth wheel plate.*

**EXPERIENCE REQUIREMENTS:**

Requires over three months and up to and including six months of experience in the operation of motorized vehicles.

**PHYSICAL AND DEXTERITY REQUIREMENTS:**

Requires heavy work that involves exerting between 50 and 75 pounds of force on a recurring basis and over 100 pounds of force on a frequent basis. Must be able to perform basic life operational functions of climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, feelings, and repetitive motion.

**ENVIRONMENTAL HAZARDS:**

The job may risk exposure to bright/dim light, dusts and pollen, extreme heat and/or cold, wet, or humid conditions, extreme noise levels, vibration, fumes and/or noxious odors, traffic, moving machinery, electrical shock, toxic/caustic chemicals, disease / pathogens.

**SENSORY REQUIREMENTS:**

The job requires normal visual acuity and field of vision, hearing and speaking abilities, and depth perception.

**JUDGMENTS AND DECISIONS:**

Responsible for guiding others, requiring a few decisions affecting a few co-workers; works in a stable environment with clear and uncomplicated written/oral instructions but with some variations from the routine.

**ADA COMPLIANCE:**

The Town of Waynesville is an Equal Opportunity Employer. ADA requires the Town to provide reasonable accommodations to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.

*The Town of Waynesville has the right to revise this job description at any time. This description does not represent in any way a contract of employment.*

Apply online: <https://www.surveymonkey.com/r/townofwaynesvilleapplication>

Or Scan the QR Code to apply online:



**Interested applicants may submit an application to:**

**Town of Waynesville,  
Brittany Angel, HR Coordinator  
Human Resources Department  
16 S. Main Street  
Waynesville, NC 28786**

Or via email to [bangel@waynesvillenc.gov](mailto:bangel@waynesvillenc.gov)