



Confederated Tribes of the Colville Reservation

Human Resources Office P.O. Box 150 Nespelem, WA 99155
(800) 506-9434 (509) 634-2842 Fax (509) 634-2864 www.colvilletribes.com

POSITION: Heavy Construction Equipment Operator
SALARY: \$19.90 - \$23.64, DOE
REPORTS TO: Building Maintenance Manager
LOCATION: Public Works, Nespelem, Washington

BASIC FUNCTIONS: This is a **Non Exempt** position. Performs skilled and partial leadership work in connection with the use of heavy equipment for land and construction, repair, and maintenance of roadways, and related infrastructure.

MINIMUM QUALIFICATIONS:

Education and Training:

- Requires a high school diploma **AND** four (4) years of experience in the construction, repair, and/or maintenance of public infrastructure or a related field.
- Requires a valid Class "A" Commercial Driver's License and be eligible for the Tribes' vehicle insurance and maintain license and insurance throughout employment.

Knowledge, Skills, and Abilities:

- Requires knowledge of reservation districts and area roads.
- Requires knowledge of maintenance and repair of heavy and power-driven equipment.
- Requires knowledge of new methods and techniques of operation and the part of the equipment.
- Requires knowledge of workplace safety practices.
- Requires knowledge of both manual and electronic operations.
- Requires working knowledge of the methods and techniques of construction, maintenance, and repairs.
- Requires specialized knowledge of the operational characteristics and maintenance requirements of power-driven heavy equipment.
- Requires working knowledge of inspection, designs, contouring, repair, or replacement methods used in landfills, right-of-way, streets, parks, storm water and drain systems.
- Requires knowledge of and skill in using a full range of light-to-heavy duty equipment and tools used in the maintenance and repair as assigned public works systems.
- Requires working knowledge of occupational hazards and safe work practices sufficient to train and observe work of team members.
- Requires sufficient math skills to record distance and volume measurements and to accept and count payments of fees.
- Requires sufficient human relation skills to work as part of a team and demonstrate courtesy to customers.
- Requires knowledge of earth and gravel maintenance.
- Requires the ability to perform a variety labor to skilled heavy equipment operation, construction, and repair work in the area of work assigned and assist or participate with other Specialists in related areas.
- Requires the ability to operate heavy equipment in a safe and efficient manner.
- Requires the ability to read and understand oral and written instructions, diagrams, maps, specifications, measurements, and blueprints.
- Requires the ability to use a personal computer to access and print maps and other printed material, to evaluate system conditions, and to record and store field data.
- Requires the ability to handle emergency situations, work pressure and stress.
- Requires the ability to complete work projects on time and in an effective manner.
- Requires a deep analytical understanding and problem solving skills.
- Requires the ability to work independently with minimal supervision.
- Requires the ability to stand for extended periods of time, walk up to 400 yards, and manipulate (lift, carry, move) light to heavy weights of up to 75 pounds on a regular basis.
- Requires the ability to climb (e.g. ladders), stoop, kneel, and crouch on a regular basis.

- Requires sufficient hand-eye coordination, hand and finger dexterity including ability to grasp, and operate demanding equipment.
- Requires auditory ability to hear machinery sounds and alarms.
- Requires near and far visual acuity to read printed materials, video readings, and observe stationary and moving objects.
- Requires speaking ability to carry on ordinary conversations.
- Requires the ability to work in extreme temperature conditions.
- Requires ability to work non-standard hours, including weekends, holidays, and extended hours beyond a regular 40 hour work week.

NOTE: Pursuant to Tribal Policy, this position is subject to reasonable suspicion and post-accident drug testing and has been identified as Safety Sensitive and will require pre-employment drug testing.

TRIBAL MEMBER AND INDIAN PREFERENCE WILL APPLY; PREFERENCE WILL ALSO BE GIVEN TO HONORABLY DISCHARGED VETERANS WHO ARE EQUALLY QUALIFIED WITHIN EACH INDIAN PREFERENCE CODE.

NEW: Effective May 12, 2014: All notifications from the Human Resources will be sent by E-mail, Please make sure your e-mail address is entered on your application.

CLOSING DATE: Applications and supporting documents **MUST** be received in the Human Resources Office by, **Friday, May 17, 2019.**

INFORMATION: Confederated Tribes of the Colville Reservation
Human Resources Office
P. O. Box 150
Nespelem, WA 99155
(509) 634-2295
lawrence.harry.hrs@colvilletribes.com

Must possess and maintain a valid Washington State driver's license and be eligible for the Tribes' Vehicle Insurance. In addition, this position may be subject to pre-employment background clearances. If applicable, these clearances must be maintained throughout employment.

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