



Town of Stow  
HIGHWAY DEPARTMENT  
88 South Acton Road  
Stow, Massachusetts 01775  
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## **JOB POSTING-HIGHWAY PER-DIEM SNOWPLOW DRIVERS NON-CDL**

The Town of Stow Highway Department is seeking qualified candidates for per-diem Non-CDL Plowing Positions.

Must possess a High School diploma or equivalent and a current driver's license. Experience in or general knowledge of snow plowing preferred. Individual must be available to work during any call out for any winter weather (including nights, weekends, and holidays) for assistance with plowing, sanding, and other forms of snow/ice control.

The position pays \$23.20 hourly with no additional benefits.

A full job description and application available: on the town website or email to the Assistant Town Administrator via [careers@stow-ma.gov](mailto:careers@stow-ma.gov).

Applications available and accepted at the Town Building, 380 Great Rd. Stow, MA or by email to the Assistant Town Manager/Human Resources Director at [careers@stow-ma.gov](mailto:careers@stow-ma.gov).

Applications accepted until filled.

Date Posted: October 1, 2021

**Highway  
Per diem Snowplow Drivers  
Non-CDL**

**DEFINITION**

The purpose of the position is to respond in a timely manner to snow/ice events and assist in completing safe snow removal by plowing and clearing snow and ice from town roadways.

**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.*

- Drives and operates assigned equipment in accordance with all applicable regulations and safety practices.
- Operates light equipment trucks ensuring roads are safely plowed.
- Operates vehicles providing roadway snow removal and sanding on assigned routes in town.
- Responds to snow emergencies to shovel and remove snow and ice from walkways steps and pavements; assists equipment operators in plowing, sanding and/or salting operations.
- May shovel snow to keep highway building/facility clear.
- Inspects equipment on regularly scheduled basis
- Able to work independently with minimal supervision.
- Reports all incidents involving equipment functioning to Supervisor(s).
- Performs all related job duties as assigned.

**SUPERVISION RECEIVED**

Under general supervision. The employee is familiar will be given recurring routes, when possible. The supervisor provides additional, specific instruction for new, different, or unusual route assignments, including suggested work methods. The employee refers unusual situations to the supervisor for advice and further instructions.

**JUDGMENT**

The work is well defined or has detailed rules, instructions, and procedures. Judgment involves choosing the appropriate practices, procedures, regulations, or guidelines to apply in each case.

**NATURE AND PURPOSE OF CONTACTS**

Relationships are primarily with co-workers incidental to the purpose of the work. Ordinary courtesy and tact are required. Contacts with the public may be required on an occasional basis.

**EDUCATION AND EXPERIENCE**

High School diploma or equivalent, and one year of plowing/sanding is a plus. Or any equivalent combination of education and experience. Must possess a valid Massachusetts D license.

## **KNOWLEDGE, ABILITY, AND SKILLS**

**Knowledge:** Working knowledge of roadway snow and ice operations. Knowledge of plow and sanding vehicles safety.

**Ability:** Ability to perform duties under varying weather conditions. Ability to follow detailed oral and written instructions given by supervisor. Ability to communicate effectively verbally with supervisor. Ability to follow proper methods, procedures, and safety precautions. Ability to receive and carry out direction in a professional and expeditious manner. Ability to maintain good relations with co-workers, Town employees and members of the public. Ability to read maps and similar documents.

**Skill:** Skill in operating above-mentioned equipment.

## **WORK ENVIRONMENT**

The work is conducted in shop conditions, vehicle and outdoors. The duties may involve exposure to noise, odors, chemical fumes, dust, smoke, heat, cold, oil, dirt, or grease. Work may be continually performed outdoors, regardless of weather conditions

## **PHYSICAL, MOTOR, AND VISUAL SKILLS**

### **Physical Skills**

Work requires moderate endurance and effort to operate snowplow, dump truck, tractor, snow blower, shovel, and common power tools. Prolonged sitting while operating vehicles and standing when shoveling, typically combination of climbing and balancing, stooping, kneeling, crouching, crawling, lifting, carrying, pushing, and pulling.

### **Motor Skills**

The work involves assignments requiring application of hand and eye coordination with finger dexterity and motor coordination.

### **Visual Skills**

Visual demands require routinely reading documents for general understanding and analytical purposes. Reading maps, plans and constructions documents required.