



EMPLOYMENT OPPORTUNITY

Job Title: Heavy Equipment Operator
Division: Public Works Stormwater
Hiring Range: Grade 18, \$22.71 - \$26.54 hourly rate DOE
Status: Full-time, non-exempt
Application Deadline: Wednesday, May 20, 2026, by 4:00pm

General Statement of Duties

Performs responsible semi-skilled and skilled work in the operation of large, motorized equipment requiring special skill and care around traffic and underground and overhead utilities in the Public Works Stormwater division.

Distinguishing Features of the Class

An employee in this class operates backhoes, loaders, motor graders, and other heavy construction or specialized equipment with a utility or street maintenance crew. Work includes performing maintenance and servicing of equipment used. Work is distinguished from other Equipment Operator classes by the level of skill required in using the backhoe in tight locations around traffic, parked cars, overhead and underground utility lines. Work also includes assisting with a variety of unskilled or semi-skilled tasks when assigned to a crew. Work may occasionally involve a lead worker role. The employee is subject to hazards associated with public works, including working in both inside and outside environments, in extreme hot and cold weather, and exposure to various hazards such as loud noises, vibration, moving mechanical parts, electrical current, chemicals, odors, dust, mist, and oils. Work is performed under regular supervision and is observed occasionally while in progress or upon completion. Some degree of independent judgement is exercised.

Duties and Responsibilities

Essential Duties and Tasks

- Operates a backhoe to dig out asphalt, ditches, and construct sidewalks and storm water management systems.
- Operates a specialized crane truck with grapple hook to collect furniture, appliances, and yard waste from curbsides using skill and care; operates leaf vacuum truck.
- Operates a backhoe and/or motor grader to maintain or scrape streets or lots and/or to cut to proper grade; pulls ditches and often works independently to prepare dirt roads or pull ditches.
- Operates equipment to remove rocks and trash from the beach; removes dead animals from the beach and streets; removes beaver dams.
- Operates equipment to repair dunes caused by beach erosion.
- Washes and cleans assigned equipment; performs routine servicing such as checking fluid level, tire pressure, changing oil and filters and greasing equipment.
- Performs other general maintenance tasks or construction tasks such as pouring and finishing concrete, patching pavement, installing and repairing street signs, trimming bushes or trees for sight distance, or laying driveway pipe.
- Cut trees and brush on streets and right of way.
- Repairs beach accesses including parking bumpers after storms and as needed.
- Serves as lead worker on small teams or crews; trains new employees; assigns work and inspects work quality.

Additional Job Duties

- Performs related duties as required.

Recruitment and Selection Guidelines

Knowledge, Skills, and Abilities

- Considerable knowledge of the traffic laws and regulations governing equipment operation
- Considerable knowledge of the principles and practices of operating and servicing medium size equipment.
- Considerable knowledge of the occupational hazards involved and the safety precautions necessary to operate large equipment in heavy traffic.
- Knowledge of the activities, policies, and procedures of the public works function to which normally assigned.
- Skill and care in the operation of large, specialized equipment.
- Ability to understand and follow oral and written directions.
- Ability to make minor repairs and adjustments to equipment.
- Ability to deal courteously with the public.
- Ability to work independently and without close supervision.

Physical Requirements

Must be able to physically perform the basic life operational functions of climbing, stooping, kneeling, crouching, crawling, pushing, pulling, reaching, walking, lifting, and hearing. Must be able to perform medium work exerting up to fifty pounds of force occasionally; twenty pounds of force frequently; and ten pounds of force constantly. Must possess the visual acuity to operate mobile equipment in a safe manner.

Desirable Education and Experience

Graduation from high school and considerable experience in the operation of heavy motorized equipment; or an equivalent combination of education and experience.

Special Requirement

Possession of a valid Class B Commercial Driver's license issued by the State of North Carolina or the ability to obtain one within six months of hire.

The Town of Oak Island offers a comprehensive benefits package which includes medical, dental and vision coverage at low or no cost for their employees, participation in a 401K plan and the State Retirement System, as well as paid holidays and vacation/sick time. The Town is an Equal Opportunity Employer.

How to Apply:

Please submit a completed employment application, which can be found on the Town's website, www.oakislandnc.gov on the "Jobs" page or at Town Hall. Applications can be emailed, mailed, or delivered in person (see below.):

Where to Apply:

Town of Oak Island
Attn: Human Resources
4601 E. Oak Island Drive
Oak Island, NC 28465
Telephone: (910) 201-8014
Email: HR@oakislandnc.gov