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Job Title	R&B Equipment Operator IV	Job Code	Job Grade
Reports to		Position #	FLSA Code
Department		Location Code	SIC Code
Division		CS Code	EEO Code

Summary of Functions:

Performs advanced (senior-level) transportation operations or highway maintenance support work. Work involves coordinating and performing a variety of transportation operation or maintenance activities, including highway construction and maintenance. May serve as lead worker providing direction to others. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. This position is distinguished from the Equipment Operator I - III positions by greater work complexity, broader work responsibilities, to include some light oversight of workers, as directed.

Distinguishing Characteristics:

This is the fourth in a series of four (4) equipment operator-related job classifications within this job family. This classification is distinguished by serving as a lead worker performing highly skilled operation of light and heavy motorized equipment, requiring a higher degree of competency in operations and additional experience in Road Maintenance application including road, right of way repairs, traffic control and response to citizen complaints. This classification will require a flexible work schedule in order to meet the needs of the department.

Management Scope: Not a supervisor but leads the work of others.

Duties and Responsibilities	% of Time	Essential / Non-Essential
1. Operates following equipment to include, but not limited to: single and dual axle dump trucks, flatbed trucks or water trucks; tractors with mowing machine and loader attachments; skid loaders with attachments, compaction rollers, excavators, asphalt maintenance units, backhoes, dozers, motor graders, and any other standard or specialized heavy equipment used by county.		
2. Coordinates the work of staff engaged in repairing and maintaining roadways and bridges and plans, schedules, and reviews work assignments.		
3. Ensures that project is in compliance with accepted safety standards and traffic control within a construction work zone.		
4. Substitutes, if assigned, during temporary absences of direct report supervisor, by performing delegated duties sufficient to maintain continuity of normal operations.		

5. Participates in and assists with on-the-job and skill-based training in order to meet team and department goals and objectives.
6. Instructs and trains team members as to job assignments to assure timely project completion and quality work.
7. Observes and reports employee performance to Supervisor including adherence to county policy and procedures.
8. Performs other job-related duties as assigned.

Minimum Qualifications

Education, Experience and Training:

Requires High School diploma or GED equivalent,

AND five (5) years of related and increasingly responsible experience in construction, maintenance or repairs of roadways, bridges, and operating heavy and light construction equipment,

OR,

Any combination of education and experience that has been achieved and is equivalent to the stated education and experience and required knowledge, skills, and abilities sufficient to successfully perform the duties and responsibilities of this job.

Licenses, Registrations, Certifications, or Special Requirements:

Texas Class A CDL with acceptable driving record.

Requires FEMA ICS 100, 200, 300 and 400 certifications.

Work Zone Flagger Training certificate and/or Work Zone Traffic Control Instruction certificate or related type certificate.

Preferred:

Texas Pesticide and Herbicide Applicator's License

Tank Vehicle (N) endorsement

Hazardous Materials (H) endorsement

Knowledge, Skills & Abilities:

Knowledge of:

- * Operation and maintenance characteristics of light and heavy equipment used for construction and maintenance activities with knowledge of final grade techniques and routine preventative maintenance on motorized equipment.
- * Principles, practices, and techniques of leading subordinate staff and probationers.
- * Proper calibration and utilization of asphalt marking/stripping machines.
- * Departmental record keeping procedures.
- * Applicable provisions that reduce operating hazards and enhance safety rules, regulations, and precautions.
- * Accepted maintenance, construction standards and processes for Roadway & Right of Way maintenance activities.
- * Proper implementation and maintenance of Traffic Control plans as outlined in the Texas Manual of Uniform Traffic Control Devices.
- * County and Department's Employee Policy and Procedures rules and regulations.
- * Industry standards associated with recording activity and report preparation.

Skill in:* The use of road maintenance equipment, in troubleshooting situations, and in identifying and implementing appropriate solutions at an advanced level.

- * Coordinating the work activities of assigned staff.
- * Estimating time, labor and quantities of materials needed.
- * Training, developing, assigning, coaching, and evaluating assigned crew members.
- * Operating light and heavy construction and maintenance equipment at an advanced level.
- * Diagnosing equipment problems and making field repairs and adjustments
- * Reading and interpreting schematics and blueprints.
- * Applying proper and applicable safety practices, procedures, and regulations.
- * Working with others, including working as a team member.
- * Calculating and estimating time schedules, labor required, and quantities of materials needed on roadway and right of way project.
- * Both verbal and written communication, including conveying and following instructions and providing information to the public.

Ability to:

- * Safely and correctly operate road construction and maintenance equipment using proper techniques.
- * Understand and precisely follow both verbal and written instructions and communicate in a concise and effective manner.
- * To coordinate the schedule of work sequences, to interpret plans and specifications, to work effectively with the public, to communicate effectively, and to provide guidance to others.
- * Reason and make sound judgements.
- * Monitor project progress and develop related reports.
- * Manage self and crew time well, perform multiple tasks, and organize diverse activities.
- * Establish and maintain effective working relationships with County employees and officials, representatives of outside agencies, and the general public.
- * Demonstrate regular and reliable attendance.

Physical/Environmental Requirements and Other Information:

Physical requirements include the ability to lift/carry up to 50 pounds, visual acuity, speech and hearing, hand and eye coordination and manual dexterity. Subject to standing, sitting, walking, climbing stairs, bending, stooping, crouching, kneeling, pushing, pulling, reaching, twisting, balancing, repetitive motion, driving, client/customer contact, and squatting to perform the essential functions. Subject to extreme temperatures, outside elements, noise, vibration, contact with dust, fumes and hazardous chemicals, foul odors, animal and human fecal matter, insects, and rodents. Requires the use of Personal Protective Equipment as required by job circumstances.

(YOUR COUNTY NAME) employees play an important role in business continuity. As such, employees may be assigned to business continuity efforts outside of normal job functions.