

EMPLOYMENT OPPORTUNITY

Heavy Equipment Operator

Casual | External
Solid Waste Services
Competition No.: 2026-1063



www.rdn.bc.ca



rdncareers@rdn.bc.ca

APPLICATION DETAILS

To apply for this position, send your cover letter and resume to rdncareers@rdn.bc.ca, clearly highlighting your education, experience, and qualifications relevant to the role. **Please quote 2026-1063 in the subject line of your email to ensure proper processing.**

Applications will be accepted until the position is filled.

Date Posted: June 5, 2026

A Criminal Record Check is a condition of employment with the Regional District of Nanaimo.

We thank all applicants in advance for their interest; however, only those selected for further consideration will be contacted.

ABOUT THE ROLE

The Regional District of Nanaimo is seeking a casual Heavy Equipment Operator with Solid Waste Services. This position will be required to work at both the Nanaimo Regional Landfill in Cedar (South Nanaimo) and at the Church Road Transfer Station in Parksville.

The Heavy Equipment Operator contributes to the effective operation of the Solid Waste Facilities through the skilled operation of heavy-duty machinery to ensure that the Regional Landfill and Church Road Transfer Station are efficiently utilized according to the Solid Waste Management Plan. This position plays an integral part in maintaining a high level of waste diversion and efficiency and supports the Solid Waste department by assisting team members in their duties, as required, to meet service expectations, departmental goals and objectives.

QUALIFICATIONS

Qualifications include completion of Grade 12 or equivalent, a Heavy Equipment Operator Trades Program Certificate, a valid BC Class 3 Commercial Driver's Licence with Air Brake Endorsement, and a minimum of two (2) years of prior job-related experience; an equivalent combination of training and experience may be considered.

SKILLS & ABILITIES

- Working knowledge of WHMIS regulations and procedures and safe work and operation procedures.
- Self awareness and the ability to work independently and within a team.
- Good communication skills to effectively manage interactions with customers, coworkers and leadership.
- Good judgement with manual dexterity skills.

POSITION DETAILS

This is a casual Union position with varied hours of work including evenings and weekends. The (2026) rate of pay is \$38.55 to \$40.58 per hour, plus 10.77% in lieu of benefits including vacation and statutory holidays.

Heavy Equipment Operator

Solid Waste Services

Pay Band 9

Job Summary

The Heavy Equipment Operator contributes to the effective operation of the Solid Waste Facilities through the skilled operation of heavy-duty machinery to ensure that the Regional Landfill and Church Road Transfer Station are efficiently utilized according to the Solid Waste Management Plan. This position plays an integral part in maintaining a high level of waste diversion and efficiency and supports the Solid Waste department by assisting team members in their duties, as required, to meet service expectations, departmental goals and objectives.

Primary Duties and Responsibilities

- Reviews, adheres to, and supports the adherence to safe work procedures in the workplace and generally promotes a safe work environment.
 - Provides direction to residential and commercial customers as to where to safely dump materials on site.
 - Operates heavy equipment to spread, level, compact and cover loads of Municipal Solid Waste (MSW) in accordance with the Operational Certificate and the approved Design Operational and Closure Plan.
 - Operates heavy equipment to maintain yard waste and construction/demolition stockpiles, mix cover; load and compact scrap metal; and load transfer trailers for hauling off site (CRTS).
 - Operates bin truck to haul materials offsite to recycling facilities, transporting materials and/or equipment, and material bins from the public drop-off area.
 - Screens truck loads of in-coming MSW and monitors stockpiles of aggregate, wood, yard waste and construction demolition waste for restricted or prohibited materials.
 - Responds to customer inquiries, concerns, and complaints with tact and courtesy, seeking solutions that align with RDN Bylaws, Policies and Procedures, referring more complicated matters to the supervisor, or designate, as appropriate.
 - Adheres to RDN Solid Waste Bylaws, policies, and procedures.
 - Disposes of controlled waste in accordance with the Solid Waste policy and procedures manual and applicable Federal and Provincial regulations, or as directed by the Manager or designate.
 - Manually measures slope ratio and/or grade scale percentage of disposal cell to monitor compaction as required
 - Uses GPS grading and compaction software and operates system in accordance with policy and procedure to fill, cover and build sloped areas of landfill to design specifications.
 - Maintains roads and ensures that staging areas are level and safe for customers and equipment.
 - Deploys and removes cover material to MSW at the working face daily.
 - Inspects equipment and records in log to ensure that it is in safe operating condition as per pre-start/trip and post trip/ shut down procedures detailed in the manufactures manual and RDN policy and procedures.
 - Cleans and refuels equipment, checks oil levels, leaks or damages at the beginning and end of each shift.
 - Completes daily equipment condition reports to notify the Mechanic of any damaged or faulty items.
 - Assists in the performance of mechanical duties, as required.
 - Performs other related duties, as required.
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Job Qualifications

Education/Experience

- Grade 12 or equivalent.
- Heavy Equipment Operator Trades Program Certificate.
- BC Class 3 Commercial Drivers License with Air Brake Endorsement

Job Description

- Two years prior job-related experience.
- An equivalent combination of training and experience may be considered.

Skills/Abilities

- First Aid course.
- Working knowledge of WHMIS regulations and procedures.
- Knowledge of safe work and operation procedures.
- Knowledge of RDN Bylaws and Solid Waste Management Plan.
- Working knowledge of provincial and federal regulations, and relevant knowledge of safe work procedures.
- Knowledge of recycling and general operation of landfills and related materials an asset.
- In good physical condition.
- Self awareness and the ability to work independently and within a team.
- Good communication skills to effectively manage interactions with customers, coworkers and leadership.
- Good judgement with manual dexterity skills.

Reporting Relationship

Reports to: Supervisor, Solid Waste Facilities