



TOWN OF STRATHAM

Department of Public Works

70 Bunker Hill Avenue • Stratham, NH 03885 • 603-772-5550

JOB TITLE: Operator / Laborer

DEPARTMENT: Public Works

EMPLOYMENT STATUS: Non-Exempt, Full-Time, Hourly

PAY RATE: Hourly, depending on qualifications and experience

- \$23.00 to \$28.00 per hour for candidates currently holding a valid Commercial Driver's License
- \$20.00 to \$25.00 per hour for candidates NOT currently holding a valid Commercial Driver's License

REPORTS TO: Director of Public Works

REVISED: January 7, 2026

GENERAL PURPOSE:

The Operator/Laborer performs routine work involving heavy physical labor and the operation of light to heavy equipment in support of Public Works operations. This position supports roadway maintenance, seasonal operations, cemetery services, transfer station operations, parks and grounds, and general maintenance of Town-owned property. Work is performed outdoors in all weather conditions and includes emergency and on-call response.

SUPERVISION RECEIVED:

Works under the general supervision of the Public Works Director.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Performs roadway maintenance and construction activities including excavation, grading, patching, paving support, drainage work, and general labor tasks.
2. Assists in maintaining Town rights-of-way in a safe manner consistent with federal, state, and local laws, design standards, and accepted practices.
3. Operates light and heavy motor vehicles and equipment, if properly trained and/or licensed, in connection with roadways, cemeteries, transfer station, parks, buildings, and other Town property.
4. Loads, unloads, transports, and stages materials, tools, and equipment necessary for assigned tasks.
5. Uses hand tools and power equipment including (but not limited to) mowers, brush cutters, chainsaws, trimmers, chippers, plows, and related equipment; performs routine and preventative maintenance on tools and equipment.
6. Prepares, operates, and maintains vehicles and equipment used for seasonal and emergency operations including snow plowing, sanding, salting, storm response, and debris removal.

7. Attaches and removes snowplows and associated equipment; assists with snow and ice control operations and removal of hazards from roadways, sidewalks, entrances, and parking areas.
8. Performs grounds maintenance including mowing, fertilizing, watering, seeding, pruning, mulching, trimming, and removal of vegetation as appropriate.
9. Assists with cemetery operations including grave openings and closings that may occur outside of regular working hours.
10. Performs minor building, fence, and equipment maintenance including routine repairs and painting.
11. Makes minor equipment repairs; reports need for major repairs to the Director of Public Works and monitors equipment performance.
12. Maintains the Transfer Station in a neat and orderly condition in accordance with applicable laws and operating procedures.
13. May be required to interact with the public at the Transfer Station during regular business hours; advises residents on proper disposal practices; inspects loads for compliance with operating rules; collect fees and handles money in a responsible and accurate manner.
14. Performs traffic control duties at job sites as needed.
15. Maintains effective, cooperative working relationships with coworkers, other Town departments, and the public.
16. Exercises good judgment and common sense to prevent damage, waste, unsafe conditions, or personal injury on Town property.
17. Available for emergency response and on-call work as required, including availability during extreme weather events.
18. Performs other duties as assigned to support the overall operation and goals of the Department of Public Works and the Town of Stratham.

PHYSICAL REQUIREMENTS:

The position requires the ability to regularly lift and carry objects up to 50 pounds and occasionally lift objects in excess of 50 pounds with or without assistance. Requires full range of motion for reaching, climbing, stooping, bending, and working on uneven terrain; dexterity to operate construction equipment, vehicles, and hand tools; ability to work outdoors in varying and adverse weather conditions; ability to drive a motor vehicle; and cognitive and sensory ability to communicate effectively and observe surroundings.

QUALIFICATIONS:

- High School diploma or equivalent required.
- Valid driver's license required.
- Possession of or ability to obtain a Commercial Driver's License (CDL) appropriate to the vehicles operated; must meet medical requirements for CDL.
- Candidates must be able to successfully pass required background and drug screening checks.

- Ability to perform strenuous physical labor in varying and adverse weather conditions.
- Ability to understand and follow oral and written instructions.
- Ability to handle multiple priorities, meet deadlines, and work independently or as part of a team.
- Willingness to learn, take direction, and work cooperatively in supervised and unsupervised settings.
- Ability to communicate effectively with supervisors, coworkers, and the public, including use of two-way radios.
- Dependable, reliable attendance and consistent performance of assigned duties.
- Possession of or ability to obtain State Solid Waste Operator Certification.
- Ability to handle money responsibly and accurately.

DESIRABLE QUALIFICATIONS:

- Prior experience in public works, construction, road maintenance, equipment operation, or grounds maintenance.
- Experience working at a transfer station or with solid waste operations.
- Mechanical aptitude and familiarity with equipment maintenance.
- Plow and winter road maintenance experience.

The duties listed above are intended only as illustrations of the various types 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. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.