



City of Framingham, MA

February 3, 2026

Position Vacancy

RFP #26-040-01

Position: Medium Equipment Operator III
Department: Parks & Recreation: Park Maintenance
Salary: Full Range: W8 \$23.88 - \$28.95 per hour
Schedule: Monday-Friday 7:00 a.m. – 3:15 p.m.
Overtime and varied shifts as needed

This position is covered by the Collective Bargaining Agreement between the City of Framingham and LIUNA, Local 1156 Parks, Recreation & Cultural Affairs Union.

- Position will remain open until filled.
- The City of Framingham offers a robust benefits package and is an eligible employer for the [Federal Student Aid Public Service Loan Forgiveness Program](#).
- We seek to hire a candidate who shares our commitment to Framingham and values civility, collegiality and working in a coordinated team environment to serve the City of Framingham.
- The City of Framingham is committed to the ongoing pursuit of strategic diversity initiatives that help to position diversity, equity, and inclusion as central to municipality and community-wide excellence in the City of Framingham.
- The City of Framingham is an Affirmative Action Equal Opportunity Employer.

The City of Framingham's Parks Maintenance Department is responsible for maintaining over 500 acres of Parks Department properties and 14 buildings. Some of these properties include:

Dog Park	Playgrounds
Tennis and basketball courts	Trails
Skate Park	Pickleball Courts
Athletic fields	Bathhouses
Beaches	Bocce Court

Position Purpose:

Works under the general supervision of the Park Maintenance Superintendent or their designee. Operates machines and heavy equipment of a higher complexity for park maintenance, repair, and construction. Evaluates and maintains department-owned, borrowed, and rented equipment. Operates equipment toward the desired outcome in a safe and efficient manner.

Due to the importance of emergency response during the winter weather events, vacation usage is restricted from December 1st to April 1st each year.

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.

- Safely and effectively operate equipment associated with park maintenance and construction including, front

end loaders, backhoes, tractors, large wing mowers, skid-steers, rollers, trenchers, and other assorted park-related equipment toward their intended purposes.

- Must have full knowledge of all power attachments, their workings, and their effective, efficient, and safe use.
- Must be able to use all types of power equipment and attachments for effective results.
- Performs routine maintenance, preventive maintenance, and minor repairs on all equipment and power equipment and attachments.
- Responsible for reporting more difficult repairs and other needed maintenance to appropriate personnel.
- Must be physically able to assist with the department's heavy labor demands when needed. This includes raking, shoveling, mowing, leaf removal, trash removal, sports field maintenance, snow removal, and lifting heavy objects.
- Must be able to work under department supervision as part of a team.
- Must be able to work independently to carry out assigned work.
- Should be able to make independent judgments and decisions as it relates to assigned work.
- Assists in snow removal as required and scheduled.
- Must be able to work varying shifts as required and work under varying weather conditions.
- Must demonstrate and show a desire for professional improvement and possess a positive attitude in the work environment.
- May be assigned to work at other City departments performing various job duties.

Qualifications:

- Graduation from a standard high school course, vocational school or General Equivalency Diploma plus and
- At least of 2 years of paid experience in operating medium equipment as described above
- A hoisting engineer license under Mass General Laws, Chapter 146, section 53D, with an endorsement of 2B or better.
- Must have a Mass Commercial Driver's License (CDL) under Chapter 90, Section 8 or obtain one within 6 months of employment.
- Possession and maintenance of a License to operate a motor vehicle as provided under Chapter 90, Section 8 of the Massachusetts General Laws with class C license.
- A satisfactory driving record.
- Satisfactory results of a MA CORI/SORI background check.
- Satisfactory results of a pre-employment substance screening and physical.

An equivalent combination of training and experience sufficient to indicate the aptitude and ability to do the work safely and efficiently may be accepted.

Special Requirements:

- Subject to random drug testing in accordance with City of Framingham policies and DOT requirements.

Must possess the ability to:

- Comply with City and Department policies and procedures.
- Establish and maintain effective working relationships with supervisors, co-workers and the general public.
- Communicate effectively.

Physical Requirements:

(The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.)

- Ability to perform physical work as needed.
- Climbing, kneeling, balancing, stooping, bending and crouching.
- Frequently lift, push, pull, move or carry up to 30 lbs.
- Occasionally lift, push, pull, move and carry up to 100 lbs.

Work Environment:

Employees must be appropriately attired, present an appropriate image, and be accessible to the general public while carrying out daily work responsibilities. Employee performs primary and other job-related duties during widely varied shifts, primarily outdoors and subject to prevailing weather conditions. Employees may be exposed to vehicle and equipment-related noise or a combination of unpleasant elements such as odors, loud noises, biohazards, traffic, electricity, toxins or fumes, dust, smoke, heat, cold, oil, dirt, or grease.

(This 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.)

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