



City of Framingham, MA

September 16, 2026

Position Vacancy

RFP #27-029-01

Position: Medium Equipment Operator I / Laborer
Department: Parks, Recreation and Cultural Affairs – Parks Maintenance
Grade: W4 \$21.90 - \$27.36
Schedule: Monday, Tuesday, Wednesday 7:00 a.m. to 4:30 p.m.
Thursday 7:00 a.m. to 3:30 p.m.
Friday 7:00 a.m. to 12:00 p.m.
40 Hours per week

The Parks, Recreation and Cultural Affairs Department's mission is to create recreational opportunities, preserve open space, manage public athletic fields and parks, and administer recreation programs for Framingham's varied population. [Please visit our website for more information!](#)

- Position will remain open until filled.
- This position is covered by the Collective Bargaining Agreement between the City of Framingham and LIUNA, Local 1156 Parks, Recreation & Cultural Affairs Union.
- The Department of Parks, Recreation & Cultural Affairs – Parks Maintenance is located at 475 Union Avenue, Framingham, MA 01702.
- 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.

Position Purpose:

Works under the general supervision of the Park Maintenance Superintendent or their designee. Provides the necessary labor to maintain multifunctional properties under the care of the Parks Maintenance Department. Operates park maintenance equipment and vehicles for the purposes of maintaining properties and to transport staff, equipment, and materials for varied park maintenance work responsibilities.

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.

1. Performs labor associated with park-type maintenance work including, but not limited to, painting, raking, mowing, trimming, trash removal, ball field maintenance, snow removal, repair of play equipment, and other jobs that are assigned.
2. Safely and effectively operates vehicles and equipment associated with park maintenance and construction including commercial mowers, string trimmers, ball field groomers, line painting machines, ground blowers, backpack blowers, chain saws and small power tools.
3. Responsible for the proper operation, use, care and security of assigned equipment; identifies and reports unsafe conditions, equipment malfunctions, and facility maintenance needs to ensure the safety of employees, the public, and municipal property.

4. Works scheduled and unscheduled overtime hours to meet the labor needs of the Department's varied seasonal operations.
5. May be assigned to work at other city departments performing various job duties.
6. May be required to provide staffing support for athletic events, community events, and special events, by working assigned schedules including evenings, weekends and holidays, as required.

Qualifications:

- **Education and Experience:**
 - Must have a standard high school or vocational school diploma, or have obtained a General Equivalency Diploma (GED).
 - 1-year paid experience in Parks maintenance.
 - Valid MA class D driver's license to operate a motor vehicle.
 - A satisfactory driving record.
 - Satisfactory results of MA CORI/SORI background check.
 - Satisfactory results of a pre-employment physical and substance screening.
- **Ability to:**
 - Establish and maintain effective working relationships with supervisors, city staff, co-workers and the general public.
 - Understand and comply with city and department policies and procedures.
 - Work effectively both independently and as part of a team.
 - Exercise sound judgment and make decisions as it relates to accomplishing assigned work.
 - Follow the directions of supervisors and ask for assistance as needed.
 - Demonstrate initiative and commitment to professional development.

Other work experience such as landscaping or general labor may be considered. Preference will be given to candidates who are familiar with municipal park maintenance protocols, operations, and equipment.

Supervision Required:

Works under the Superintendent of Parks Maintenance or their designee, including Working Supervisors and Construction Supervisors.

Supervisory Responsibility:

The Medium Equipment Operator may be assigned supervisory responsibility and expected to offer support for seasonal/temporary employees.

Work Environment:

Work is performed primarily outdoors during varying shifts and in all weather conditions. Employees are expected to maintain a professional appearance in accordance with city and department policies and interact courteously and effectively with the public while performing assigned duties. The position may require exposure to traffic, moving vehicles and equipment, loud noise, dust, dirt, smoke, fumes, grease, oils, chemicals, biohazards, electricity, heat, cold, and other environmental conditions associated with park and grounds maintenance. Employees may be required to respond to emergencies and perform work outside of normal business hours, including evenings, weekends, holidays, and during adverse weather conditions, as operational needs dictate.

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 position's essential functions.

- Ability to perform physical work for long periods of time.
- Climbing, kneeling, balancing, stooping, bending and crouching.
- Frequently lift, push, pull, move or carry up to 10 lbs.
- Occasionally lift, push, pull, move and carry up to 100 lbs.

Work Environment:

Work is performed primarily outdoors during varying shifts and in all weather conditions. Employees are expected to maintain a professional appearance in accordance with city and department policies and interact courteously and effectively with the public while performing assigned duties. The position may require exposure to traffic, moving vehicles and equipment, loud noise, dust, dirt, smoke, fumes, grease, oils, chemicals, biohazards, electricity, heat, cold, and other environmental conditions associated with park and grounds maintenance. Employees may be required to respond to emergencies and perform work outside of normal business hours, including evenings, weekends, holidays, and during adverse weather conditions, as operational needs dictate.

Occupational Risk:

Risk exposure is similar to that in a park maintenance setting.

Confidentiality:

The employee does not have access to confidential information obtained during the performance of regular position responsibilities in accordance with the State Public Records Law.

Accountability:

Consequences of errors, missed deadlines, or poor judgment may include adverse public relations, monetary loss, missed deadlines, labor/materials costs, and jeopardized department programs.

Judgement:

While tasks are clearly defined, employees work in public spaces with varying conditions. Success relies on basic situational awareness, a safety-first mindset, and the judgment to recognize when a task requires supervisor intervention.

Complexity

Work consists of typically straightforward, routine tasks performed within a dynamic and unpredictable outdoor environment. Core mechanical and physical duties follow defined procedures, but the employee must adapt to changing public, environmental, and safety variables.

Nature and Purpose of Public Contact:

Employees interact with co-workers, the public, and external contacts such as vendors doing business with the Department to explain or interpret procedures or guidelines, plan or coordinate work, or resolve problems. More than ordinary courtesy, tact, and diplomacy may be required to attempt to resolve complaints or to deal with uncooperative persons.
