



## Heavy Equipment Operator

### About the Role:

At Wild, we hold ourselves to a higher standard. We work hard to achieve exceptional results for our clients without ever compromising safety. We hire skilled operators who share these values, people who approach every job by asking, "How can I make this better?"

With a strong focus on quality craftsmanship and high-end aesthetics, our equipment operators are experienced professionals whose input and expertise are essential to our success. We rely on them to help us continuously improve and consistently deliver work of the highest caliber. The ability to work effectively both independently and as part of a team is critical to succeeding in this role.

### Key Responsibilities:

- Take responsibility for personal safety and demonstrate safety leadership in all aspects of the work
- Safely and proficiently operate heavy equipment, light vehicles, trailers, power tools, and hand tools
- Support the field execution and ongoing maintenance of land development and onsite wastewater projects throughout Wild Developments' service region
- Follow all applicable safety requirements established by Wild Developments, its clients, and project partners
- Load, secure, transport, and unload equipment and materials as required
- Conduct equipment inspections, identify maintenance needs, and complete basic troubleshooting and minor repairs in the field or shop, create and complete Work Orders
- Follow and identify maintenance requirements on all vehicles, equipment, and tools
- Complete assigned work safely and efficiently while meeting project schedules, budgets, and quality standards
- Work collaboratively with clients and team members while maintaining Wild Developments' customer service standards
- Participate in required training and ongoing skills development

### Base Qualifications:

- Strong commitment to workplace safety
- Positive attitude, strong work ethic, and ability to work independently with minimal supervision
- Strong communication, problem-solving, and organizational skills, with the ability to work professionally in a fast-paced team environment
- Valid Class 5 driver's licence, satisfactory driver's abstract, and reliable transportation to Crowsnest Pass, Alberta
- . Valid First Aid certification is an asset
- Satisfactory criminal record check
- Flexibility to work overtime and periodically travel or stay away from home based on project requirements
- Experience operating heavy equipment and machinery
- Comfortable using construction and forestry tools, including chainsaws, brush saws, grinders, and reciprocating saws
- Physically capable of remaining in an equipment operating position for extended periods and lifting, carrying, or pushing up to 50 lb
- Proficient operating a vehicle with a manual transmission
- Comfortable using multiple mobile applications to complete daily tasks, including safety documentation, work orders, timesheets, inspections, and daily reports
- Ability to load, secure, and unload heavy machinery
- Willing and able to be clean-shaven when required for the proper use of respiratory protection

**Preferred Qualifications:**

- Onsite wastewater (septic system) installation experience or training
- Relevant trade certification or experience
- Previous construction, land development, or forestry experience
- Experience operating commercial vehicles and maintaining driver logbooks

**Shop Location:**

Crowsnest Pass, AB.

**Job Type:** Full-time**Compensation:**

Highly competitive rate based on the successful candidate's relevant experience, skills, and competencies.

**Opportunities & Benefits:**

- Access to a company vehicle and fuel card for authorized work-related travel during scheduled work hours
- Flexible schedule that compliments your lifestyle
- Enhance and build your career with a young and exciting company
- Training and upskilling

**How to Apply:**

- Complete application beginning on the next page
- Submit your completed application along with your resume and references at [www.wilddevelopments.ca/careers](http://www.wilddevelopments.ca/careers)
- Successful candidates will be contacted for further evaluation

**Successful candidates must be willing to satisfy the following pre-employment requirements:**

- Complete drug screening upon request
- Provide a government issue criminal record check and current 5-year drivers abstract
- Provide three professional references from prior employment.

**About Wild:**

Wild Developments Ltd. is a growing land development company serving Southern Alberta and Southeastern British Columbia. We provide earthworks, land and property development, vegetation management, onsite wastewater installation, and ongoing site maintenance for private, commercial, and industrial clients.

We're a small, hands-on team that values safety, high quality work, practical problem-solving, and people who take pride in what they do. As we continue to grow, we're committed to helping our employees expand their skills, take on new challenges, and pursue opportunities in specialized or leadership roles.

If you enjoy varied work, working outdoors, and being part of a team where your contribution genuinely matters, we'd like to hear from you.

## Employment Application

Our goal is to build the strongest team possible and to do that we believe it takes a diverse mix of skills, experience and personalities. This questionnaire is meant to serve both of our interests by helping us get to know you and understand if we are a good fit for each other. So, instead of trying to jam these questions into a typical interview, we figured it would be much more valuable for everyone if you had the time to complete it at a pace that suits you and to the degree you see fit. It is not about trying to find faults or determining how good a wordsmith you are, so don't feel like you must write a novel or have perfect grammar, simple is good. If you don't have an answer or aren't comfortable with a question, no sweat, just leave it blank. If, once we've reviewed your answers, we think you could be the right fit for the team, we'll line up a time to meet in person so we can learn more about you.

There is no wrong answer so please take the time to answer honestly and as completely as you can.

Upon completion, please submit a copy of the application in PDF format, along with your resume and references, through our website at [wilddevelopments.ca/careers](http://wilddevelopments.ca/careers).

Thank you in advance for your time and consideration.

Yours Truly,

Travis & Ryan  
**Wild Developments Ltd.**

### Applicant Privacy Notice

Wild Developments Ltd. collects and uses the personal information provided in this application to assess your qualifications and suitability for employment and to administer the recruitment process.

Your information will be kept secure and accessed only by authorized personnel and service providers involved in recruitment. It will not be used or disclosed for unrelated purposes unless you provide consent or disclosure is authorized or required by law.

If you advance in the hiring process, Wild Developments may request additional information or your separate authorization to conduct reference checks or other applicable screening.

Unsuccessful applications may be retained for up to 12 months for consideration for future opportunities, unless you ask us not to retain your information. After that period, the information will be securely destroyed or anonymized unless longer retention is required by law.

To ask questions or request access to or correction of your personal information, contact [s.leroy@wilddevelopments.ca](mailto:s.leroy@wilddevelopments.ca).

☐ **I have read and understood the Applicant Privacy Notice.**

# Application

## Contact Information:

Full Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email: \_\_\_\_\_

Position Applying For: \_\_\_\_\_

Date: \_\_\_\_\_

## Questionnaire:

### About you:

1. What interests you most about the position?
2. Are you interested in a full-time or part-time position?
3. What is your preferred shift? Are you available to work a regular shift that includes Saturday and/or Sunday?
4. How has your safety record been over your career? Have you ever had an incident or close call in the workplace?
5. Are you familiar with general industry safety standards/procedures such as to Lock-Out/Tag-Out? Can you provide another example you're familiar with?
6. What would be your response to a situation where you witness an unsafe act or someone not following standard safety procedures?
7. Are you more inclined to get the job done fast and clean up after, or take a little longer to get it done but clean up as you go?
8. Would you say you're more of the quiet type who keeps to themselves or more of the outspoken type, who typically speaks up?
9. Are you more inclined work straight to the end of shift to get as much done as possible or stop 30mins early to finish paperwork and set up for the next day?
10. If, by the end of shift there is only an hour's worth of work left to have a project wrapped up, what would you typically do?

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11. On a scale of 1 to 10, how picky are you about keeping your work environment (equipment, office, vehicles etc.) clean?
12. When presented with a new project or task, are you more inclined to assess it carefully and find the hurdles before starting or do you prefer to go with your gut and deal with hurdles as they come?
13. You're working on a priority project that needs to be complete by the end of the day, but you've hit a roadblock, and you can't get a hold of a supervisor for support. What do you do?
14. What does the phrase "critical thinking" mean to you, and why do you feel it is important?
15. Can you give an example of a situation where you've had to apply critical thinking skills?
16. If you can, please fill in the blanks to finish these phrases?
  - a. Doing \_\_\_\_\_ is better than doing nothing.
  - b. We don't find problems, we find \_\_\_\_\_!
17. Would you say you're typically a "go with flow" type of person or more of a "lead from the front" type person?
18. Do you like to try new things, even at the risk of failure, or do you prefer to play it safe and do things the way that has always worked?
19. Are you more of an "ideas" person or an "implementor of ideas" person? Both are equally important.

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20. Please give an example of an innovative idea you've had or implemented in the past.
21. There is one person on your team who is consistently breaking rules when the supervisor is away, and it is really frustrating for you. How do you deal with it?
22. As someone who leads by example, what is your number one priority on any given day, as far as you and your team are concerned?
23. What is your experience with using and sending emails?
24. Are you familiar with using smart phone apps to communicate and complete daily work and safety documentation?
25. We are a family-oriented company and believe being happy at work goes hand in hand with being happy at home. What does an ideal work-life balance look like for you?
26. We are trying to build a team that is the best at what we do and to do it we are looking for the best people. If you're in charge of building the team, what core qualities are you look for in people.
27. If you're asked to do something you don't agree with, how do you respond?
28. What does "doing the right thing, even when no one is watching" mean to you? Can you give an example from your past work?

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29. What kind of work are you most proud of, and why?
30. Have you ever made a mistake that impacted others at work? What did you do afterwards?
31. What do you think separates someone who's "good at their job" from someone who is "Great!" ?
32. What behaviors or attitudes do you believe poison a team's culture? How do you respond when you see those things happening?
33. What makes you feel like you are doing meaningful work?
34. If you were the owner of the company, what culture would you want to build and why?
35. What is most important to you in terms of the work you do? Please rank from 1 to 7, 1 being most important.
- Wage
  - Schedule, being home every night
  - Responsibility and opportunity to progress
  - Benefits
  - Love of the work
  - Being on a great team
  - Other:
36. Are you able to provide references from your last three previous employers? If not, please explain.
37. Have you left your previous employers on good terms?
38. Have you ever been terminated or suspended from any previous employment?



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39. Each day typically starts at 6am at our shop in the Crowsnest Pass, are you able to be at the shop and ready to work at this time each day?
40. Do you have access to a smart phone for regular communication?
41. Do you have regular access to a computer with internet for the purposes of communication, training, online meetings etc.?
42. Are there any scenarios or commitments you have that will require time away from work between now and the end of the year?
43. Have you had any extended leaves of absence or gaps in your employment in the last three years? If so, can you provide details?
44. On average, how often do you miss work, or are late?
45. What class driver's license do you currently hold, and do you have any current driving restrictions?
46. Do you have a clean driving record? Are you able to provide a current drivers abstract?
47. Are you able to provide a criminal record check?
48. Are you able to complete drug & alcohol screening if required?
49. Have you ever been banned from working at any of the local mines or any other site or company for any reason? If yes, please explain.
50. Do you have any other limitations that might restrict you from doing certain aspects of this job?
51. What hourly wage would you expect?
52. When can you start?

## Field Positions:

\*If you are applying for an "office only" position then you are not obligated to complete the following field related questions.

1. Are you able to safely lift up to 60 lbs?
2. Do you have any problems working in dusty and/or dirty environments?
3. Are you able to be clean shaven when required in order to properly don a respirator mask for dusty conditions?
4. In this role, what type of documentation would you typically expect to fill out daily?
5. What is your experience loading and hauling equipment? What type of rigs have you driven?
6. Are you familiar with operating a commercial vehicle which requires keeping daily electronic logs, going through scales, CVIPs ect?
7. Are you interested in operating a commercial vehicle on a regular basis if required to transport equipment to and from various sites?
8. Do you have experience working in a mine, or similar heavy industry and are there any reasons you could not, or would not want to?

**The End!**

Thank you very much for taking the time to complete the application, we look forward to reviewing it!