

STRENGTH
PEACE
UNITY

Mohawk Council of Kahnawake

P.O. Box 720
Kahnawake Mohawk Territory J0L 1B0

'Tsi Nīkaió'tenhséró:tens Ne Onkweshón:'a Rotiió'tens

HUMAN RESOURCES UNIT



Tel.: (450)632-7500

Fax: (450)638-5958

Website: www.kahnawake.com

INTERNAL/EXTERNAL

JOB OPPORTUNITY

<u>POSITION:</u>	Three (3) Capital Construction Laborers, Capital Unit
<u>DURATION:</u>	Indeterminate, Full-Time (Seasonal) Nine (9) Month Probation Period
<u>DESCRIPTION:</u>	See Attached Job Description
<u>SALARY:</u>	\$1,045.88 to \$1,181.63 Per Week
Hours of Operation	7:00 a.m. to 3:00 p.m.
Hours per week	37.5 hours per week
<u>DEADLINE FOR APPLICATION:</u>	Wednesday, May 8, 2024 - 4:00 p.m.
<u>REQUIREMENTS:</u>	ALL REQUIRED DOCUMENTS MUST BE SUBMITTED <u>BEFORE THE DEADLINE FOR YOUR APPLICATION TO BE CONSIDERED</u> <ul style="list-style-type: none">✓ Applicant checklist✓ Letter of intent✓ Resume

APPLICATION: Please address your application to Dawn Stacey, Manager of Recruitment & Staffing. Forward your complete application via e-mail only to: Applications@mck.ca

NOTE: All forms and requirements are listed on our website: www.kahnawake.com/jobs

- **Please ensure complete applications are submitted as requested. Incomplete applications may not be considered.**
- **Only candidates selected for an interview will be contacted.**
- **Preference will be given to Aboriginal candidates.**



Job Title:	Capital Construction Laborer (Indeterminate)
Division:	Capital Unit
Reports To:	Capital Construction Foreman
Name of Incumbent:	
<p>Purpose: Under the Supervision of the Capital Construction Foreman, provides general and skilled labor, as well as trade support in the field of infrastructure construction and rehabilitation.</p>	
<p>Cultural Identity Attributes:</p> <p>A self-disciplined, and logical individual that is accurate and detailed in approach. Is organized, dependable, and self-reliant. Places high regard on work safety and maintaining quality and standards.</p>	
<p>Roles & Responsibilities:</p>	
<p>To provide labor and trade support.</p> <ul style="list-style-type: none"> • Installs and repairs centralized water, sanitary sewer, and storm drainage systems and connections. • Installs rural septic systems. • Constructs new roads, bridges, ditching systems, and building structures. • Rehabilitates existing roads. • Fabricates and installs guardrails. • Operates and performs daily maintenance on light equipment, including quick-cut saws, jumping jacks, plate compactors, etc. • Performs general carpentry, landscaping, concrete reinforcement, and concrete forming tasks. 	
<p><i>The statements herein reflect general details to describe the principle functions for this job and should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties or be assigned projects associated with these responsibilities as directed by their immediate supervisor.</i></p>	
<p>Decision-Making Authority:</p> <ul style="list-style-type: none"> • Determines work priorities and assignments. <p>Accountability:</p> <ul style="list-style-type: none"> • To ensure all work is conducted in a safe manner, timely and efficiently; 	



- To ensure equipment is maintained in a safe and secure manner;
- To deal with internal and external clients in a tactful, discreet and courteous manner;
- To maintain confidentiality;
- To adhere to MCK Administration Manual-Personnel Policy and Kanien'keha initiatives.

Education & Experience:

- DEP in Vocational or related field, plus one (1) year relevant experience.
- OR
- High School Diploma, plus five (5) years relevant construction experience.

Knowledge, Skills, Abilities, and Other Attributes:

- Good oral and written communication skills;
- Good judgment and common sense;
- Ability to work with minimal supervision;
- Construction safety certification (OSHA 30 or ASP 30) is a requirement;
- Possession of a construction safety course attestation is a requirement;
- Drinking water distribution network certification (ORD) is an asset;
- Asbestos Operations & Maintenance certification (OSHA Class III) is an asset;
- CPR & First Aid certification is an asset;
- Knowledge of welding and burning is an asset;
- Excavation training, trenching, working with heavy equipment, trench boxes;
- Sound knowledge and skill on the principles and practices related to heavy construction;
- Thorough understanding of the safety codes and practices associated with road and heavy construction;
- Must possess a valid Quebec Driver's License;
- Ability to communicate in the French languages is essential to the position;
- Ability to communicate in the Kanien'keha languages is an asset;
- The willingness to learn the Kanien'keha language is required.

Working Environment:

- Five-day work week in an outdoor (and indoor) work environment;
- Occasional overtime may be required;
- Evening and weekend work hours as required;
- Ability and willingness to work in extreme and seasonal weather conditions;



- Moderate stress levels and productivity pressures associated with carrying out and completing tasks;
- Must also be able to lift and/or move up to regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 25 pounds, and occasionally lift and/or move up to 100 pounds;
- Working with equipment, instruments or machinery that may be potential source of accident or injury.

Competencies:

Self - Management	Client & Team Relations	Quality Decision Making	Professional Capacity	Communication	
Core	Core	Core	Core	Core	
Adaptability	Planning and Organizing	Leadership	Language & Culture		
Core	Core	Core	Core		

Commitment Statement:

I serve my community with its best interest in mind by supporting and encouraging creative, critical, and resourceful thinking, accepting and nurturing new ideas and approaches, and demonstrating my dedication and integrity through my efforts, actions, and words. I am part of a team that is empowered to take initiative in an interactive working environment.

Signatures:

Employee’s Signature: _____

Date: _____

Supervisor’s Signature: _____

Date: _____