



Memberton Public Works

Employment Opportunity

Job Title:	Flagger and Safety Lead (Full Time)
Reports to:	Director of Public Works/ Public Works Supervisor
Department:	Public Works
Salary:	Commensurate with experience

Position Summary:

The Flagger and Safety Lead will support the Memberton Public Works Department by performing traffic control and flagging duties, assisting with safe worksite setup, supporting road and infrastructure projects, and promoting safe work practices among staff. This position will help ensure that Public Works crews operate safely, follow proper traffic-control procedures, use required personal protective equipment, and maintain a strong safety culture in daily operations.

This role is both operational and safety focused. The employee will be expected to work directly with Public Works crews while also taking a lead role in identifying safety concerns, supporting communication on job sites, and helping supervisors ensure that work is completed safely, efficiently, and in accordance with applicable standards.

Key Responsibilities:

Traffic Control and Flagger Duties

- Perform traffic control duties during roadwork, construction, maintenance, snow removal, water/sewer work, community events, and other Public Works activities.
- Stop, slow, and safely direct traffic through work zones using proper signals, signs, equipment, and communication methods.
- Help protect workers, pedestrians, community members, and motorists around temporary workplaces.
- Ensure traffic-control signage, cones, barricades, reflective equipment, and related materials are properly placed, maintained, and removed when no longer required.
- Communicate clearly with equipment operators, laborers, supervisors, and other flaggers during worksite activities.
- Monitor traffic and pedestrian flow to reduce risk and minimize unnecessary delays.
- Report unsafe driving behavior, near misses, refusal to follow traffic-control directions, or other safety concerns to the supervisor.

Safety Lead Duties

- Support the Public Works Supervisor and Director in promoting a safe work environment.
- Conduct informal daily worksite safety checks before and during work.
- Help ensure employees are wearing required PPE, including high-visibility clothing, hard hats, gloves, safety footwear, hearing protection, and eye protection where required.
- Identify and report hazards such as unsafe traffic flow, equipment concerns, weather-related risks, poor visibility, trip hazards, or unsafe work practices.
- Assist with toolbox talks, safety reminders, and crew discussions before work begins.
- Support proper documentation of safety concerns, incidents, misses, and equipment issues.
- Help ensure work zones are organized, visible, and safe for both workers and the public.
- Assist with emergency response procedures when required.
- Encourage a respectful safety culture where employees feel comfortable reporting concerns.

Public Works Operational Support

- Assist Public Works crews with general labor duties when flagging is not required.
- Support road, sidewalk, grounds, drainage, snow, water/sewer, maintenance, and community infrastructure work.
- Help load, unload, clean, and maintain tools, signs, cones, barricades, and safety equipment.
- Assist with setting up and cleaning up community projects and events.
- Perform other related duties assigned by the Public Works Supervisor or Director.

Required Qualifications:

- Traffic Control Person certification/accreditation for Nova Scotia, or willingness to obtain before performing flagging duties.
- Knowledge of basic traffic-control procedures, or willingness to be trained.
- Understanding of workplace safety, hazard reporting, and PPE requirements.
- Ability to work outdoors in various weather conditions.
- Ability to stand for extended periods and perform physically active work.
- Strong communication skills.
- Ability to remain calm, alert, and professional in high-traffic or high-pressure situations.
- Dependable attendance and punctuality.
- Ability to follow direction from supervisors and work as part of a team.
- Valid Nova Scotia driver's license would be considered an asset.

Preferred Qualifications:

- Experience in Public Works, construction, roadwork, maintenance, snow operations, or community operations.
- First Aid/CPR certification.
- WHMIS training.
- Occupational Health and Safety training.
- Experience working around heavy equipment.
- Knowledge of Membertou community roads, facilities, and operations.
- Temporary Workplace Signing training would be considered an asset.

Skills and Competencies:

- Strong safety awareness and situational judgment.
- Reliability, accountability, and strong attendance.
- Respectful communication with staff, community members, contractors, and the public.
- Ability to take initiative while following direction from supervisors.
- Team-focused attitude and willingness to support operations were needed.
- Ability to document and report concerns clearly.
- Calm decision-making in changing weather, traffic, or worksite conditions.

Working Conditions:

- Outdoor work in rain, snow, heat, cold, and poor visibility.
- Standing for long periods and working around traffic, heavy equipment, noise, and active construction or maintenance areas.
- Early mornings, evenings, weekends, overtime, or emergency call-ins depending on operational need.
- Use of high-visibility clothing and other required PPE.
- Physical work includes lifting, carrying, walking, bending, and setting up traffic-control equipment.

Preference is given to Aboriginal peoples in accordance with the Aboriginal Employment Preferences of the Canadian Human Rights Commission.

To Apply: Submit your cover letter and résumé to:

Membertou Human Resources Department
Attention: Scott Thomas
47 Autwen Ma'sl Awti
Membertou, NS B1S-2P5

Or via E-mail to: jobs@membertou.ca

DEADLINE FOR APPLICATIONS: Friday, May 29th, 2026, at 4:30 PM AST.

Thank you for applying, however, only those selected for an interview will be contacted.

Membertou reserves the right to pause, extend or revoke this posting at any time without notice.