



MESCALERO APACHE TRIBE

JOB ANNOUNCEMENT

Position Title:	(3) Heavy Equipment Operator	
Department:	Roads Department	
Employment Status:	Full-Time, Non-Exempt	Grade: NE8 (\$18.03- 23.44)
Opening Date:	March 2, 2026	Closing Date: March 13, 2026

Job Summary

Operate a variety of heavy and light equipment (gasoline and diesel powered) in maintenance of Mescalero Apache Reservation roads. Equipment operated includes but is not limited to dozers, graders, backhoes, loaders, rollers, dump trucks and service trucks.

This position description may not include all of the listed duties, nor do all of the listed examples include all tasks, which may be found or assigned to this position.

Duties and Responsibilities

- Maintain and repair roads, streets and grounds
- Grading work required for rough terrain and for repair of damaged sections of roads or streets
- Spread road materials such as crushed rock and stone, gravel and asphalt mix
- Compact road beds
- Bank stabilization
- Silt removal
- Remove snow from roads and streets
- Load rock, gravel and stone in heavy trucks
- Minor repairs to heavy and light equipment including oil changes, tire changes, battery replacement, hydraulic hose replacement, etc.
- Check to ensure tools, vehicles and equipment are in proper working order; reports defects and broken parts found on equipment.
- Respond to service calls after regular working hours.
- Observe safety rules, and ensures and maintains a safe environment.
- Attend training classes and seminars on safety, first aid, equipment/machinery operation, and related topics to maintain and enhance job knowledge.
- Perform other duties as assigned.

Minimum Qualifications

- High School Diploma or GED.
- Five years road maintenance experience.
- **Must have current valid NM Driver's License;** must be insurable by the Tribe.
 - A valid CDL-A NM Driver's License, preferred.
- Must successfully pass a pre-employment drug/alcohol screen and background investigation.

Tribal preference and Native American Indian preference shall apply to all positions.

Knowledge, Skills and Abilities

- Knowledge of safety operations and procedures, safety methods and practices.
- Knowledge of applicable federal, state, county, and local laws, regulations, and requirements.
- Knowledge of the methods and techniques of road construction and maintenance work.

- Skill in the operating procedures of a great variety of heavy duty equipment including scraper, front end loader, dozer, grader, backhoe, crack sealer, paint stripper, smooth drum and pneumatic roller, sweepers, as well as the purposes and limitations of a greater variety of attachments.
- Ability to communicate effectively both verbally and in writing.
- Ability to establish and maintain professional relationships with individuals of varying social and cultural backgrounds and with co-workers at all levels.
- Ability to complete required reports and utilized routine tools in maintenance of equipment.
- Ability to maintain confidentiality.
- Ability to operate heavy machinery.
- Ability to analyze situations and adopt appropriate courses of action.
- Ability to understand and follow oral and written instruction.
- Ability to prepare and maintain work orders.

Physical Demands

While performing the duties of this job, the employee frequently is required to stand; sit; use hands to finger, handle, or feel; reach with hands and arms; and stoop, kneel, crouch, or crawl. The employee regularly is required to climb or balance and talk or hear. The employee occasionally is required to walk and taste or smell. The employee must have good eyesight and better than average coordination in order to operate both hand and foot levers simultaneously. The employee must occasionally lift and/or move up to 100 pounds.

Work Environment:

Work is performed both indoors and outdoors. Exposure to natural weather conditions and various dusts and mists may occur while performing outdoor duties. Prolonged exposure to odors. Prolonged sitting is a common occurrence when using heavy equipment. Standing and walking may be on uneven surfaces or unstable ground. Situations where safety-toe shoes, safety goggles, gloves, protective face shields, or hardhats are needed may occur. Evening, weekend, and/or holiday work will be required. Extended hours and irregular shifts will be required.