

HELP WANTED: MARLBORO HIGHWAY DEPARTMENT

The Town of Marlboro, VT is hiring for a position on the Town's Highway Department. The Equipment Operator/Road Maintenance position will operate various equipment and assist in general highway maintenance and construction work, focusing on operating basic to moderately complex trucks and equipment.

KEY DUTIES (Overview)

- Winter Season: Snow removal, salting/sanding all roads & public parking lots, and clear brush and trees.
- General: Equipment maintenance, maintenance record keeping, hauling materials, culvert repair & replacement, ditching, hydro-seeding, general road maintenance, roadside brush & tree control, and other tasks as instructed by the Road Supervisor and/or Town Select Board.
- On-call 24/7, 365 for weather emergency situations. (Overtime pay provided)

QUALIFICATIONS

- General knowledge and ability in vehicle maintenance.
- Basic mechanical skills
- Valid driver's license (CDL Required)
- Good driving record.
- Ability to work independently and on a team.
- Live within 45 minutes of the Town of Marlboro.
- Pre-employment drug & alcohol screening and then random testing.

PAY/WAGES

- Wage Scale based on experience & qualifications with yearly COLA and merit raises.

BENEFITS (this is not a comprehensive list of benefits)

- Vacation: 1 week to start; 2 weeks annually for years 2-4; 3 weeks annually for years 5-9.
- 13 paid Holidays
- 6 sick days
- Retirement benefits: VMERS B (starts upon hire date)
- Generous health insurance benefit (100% of premium covered by the Town).
- Overtime available
- Short-Term Disability Coverage & Life Insurance (100% covered by the Town).
- \$800 annual "clothing" allowance.

To apply, **please submit application (available here:**

<https://marlborovt.us/wp-content/uploads/2026/03/Marlboro-VT-Job-Application-Fillable-PDF-Version.pdf> (application can also be printed out and filled out by hand – applications are also available at the Marlboro Town Office & Marlboro Highway Garage 3849 VT Route 9, Marlboro VT)- due by April 2, 2026 - by US Mail (address: PO Box 518, Marlboro, VT 05344), drop off in person at the Marlboro Town Office (510 South Road, Marlboro, VT 05344 – there is a locked "drop-box" outside the office should the office be closed), or via email to the Marlboro Road Supervisor Andrew Richardson at MarlboroVtHighwayDept@gmail.com .