



WE'RE HIRING!

Parks Labourer (Term)

EMPLOYMENT STATUS: 6-month Term, Full-time (37.5 hours per week)

EMPLOYEE GROUP: Bargaining Unit

WAGE RATE: \$31.91 per hour (step 1) – \$34.74 per hour (step 2)

POSTING DATE: March 6, 2026

INTERNAL CLOSING DATE: March 13, 2026

EXTERNAL CLOSING DATE: March 16, 2026

POSTING: P#2026-04

ABOUT THE OPPORTUNITY

The Town has an opportunity available for a **Parks Labourer** to join our team during the busy peak season on a 6-month term basis. The term will run from April to September with full-time hours scheduled across 4-days per week, Friday-Monday. Following the conclusion of the term opportunity, there may be a possibility of continuing employment in a casual capacity and filling in for vacancies, where needed.

Reporting to the Operations Superintendent, with day-to-day direction from the Parks Supervisor, this role performs a variety of manual and semi-skilled tasks related to general construction, landscaping, and grounds maintenance.

The successful candidate will demonstrate strong interpersonal and public relations skills, a commitment to safe work practices, and the ability to work effectively both independently and as part of a team. Clear communication with colleagues and members of the public is essential in this role.

Candidates should have knowledge of the methods, tools, equipment, techniques, and materials used in landscaping, horticulture, maintenance work, and general construction. Related education, along with experience in landscaping, arboriculture, or grounds maintenance, will be considered assets. Practical, hands-on experience operating tools and equipment used in these areas is preferred.

ABOUT THE WORKPLACE

Located at the south end of the beautiful Sunshine Coast — just a short ferry ride from Vancouver — Gibsons is a picturesque seaside community of just under 5,000 residents. Known for its stunning views, active lifestyle, and commitment to sustainable practices, Gibsons has gained international recognition for its leadership in natural asset management. You can learn more about our leadership in natural asset management [here](#).

We offer a supportive and collaborative work culture, where team members are encouraged to learn, grow, and make a meaningful impact. Our new employee development program – *ELEVATE* – is designed to support individual growth, align team goals, and foster a culture of continuous improvement. Centered on employee success, *ELEVATE* strengthens our workforce and helps build a high-performing, future-ready team. Just one of the many reasons why the Town of Gibsons is a great place to work. Come join us!



EDUCATION, QUALIFICATIONS AND EXPERIENCE

- Completion of Grade 12 or equivalent.
- Valid B.C. Class 5 driver's license and a safe driving record.
- Experience in turf grass maintenance, horticulture / arboriculture and general landscape maintenance.
- Experience operating equipment and small tools used in parks, construction, and landscape maintenance.
- Awareness and understanding of safety practices related to parks and maintenance operations.
- Ability to meet the physical demands of the job which may include repetitive motions including but not limited to standing for long periods of time, kneeling, twisting, bending, lifting, squatting and climbing ladders.
- Capable of lifting 50lbs from the ground up.

SUMMARY OF KEY COMPETENCIES

- Ability to exercise independent judgement and actions in processing assignments.
- Ability to communicate effectively verbally and in writing.
- Ability to work independently or within a team to achieve improvements in all the Town's operations.
- Proven ability to deal courteously with the public and co-workers.
- Ability to take and carry out direction.

DESIRED QUALIFICATIONS

- Previous experience working in the Parks Department or a similar role.
- Knowledge of methods, practices and materials used in municipal parks operations.
- Horticulture certification or completion of appropriate entry level horticultural training (e.g., One-year Horticultural Technician Program).
- Irrigation certification or experience with irrigation systems maintenance.
- Experience in trail building and related outdoor construction work.
- Demonstrated leadership or basic supervisory skills.
- Completion of the Traffic Controller Training Program.
- Air Brake Endorsement on Driver's License.
- Level 1 Occupational First Aid (or higher).
- Ability to identify various species of trees, shrubs, flowers, invasive species, etc.
- Familiarity with WorkSafeBC and other applicable regulations.
- Minor carpentry, construction or other related skills.
- Experience operating heavy equipment such as a skidsteer.
- Arboriculture training or experience (considered an asset).

COMPENSATION AND BENEFITS

For eligible regular employees, our Total Rewards program includes the base wage rate and Municipal Pension Plan contributions as well as a full range of 100% Employer paid benefits including medical, dental, vision, short & long-term disability, accidental death and dismemberment, and life insurance programs. We also offer an Employee and Family Assistance Program and travel insurance and an accelerated vacation program, that also recognizes previous public service for the purpose of calculating annual entitlements.

For casual and temporary employees, we offer 11% in lieu of vacation and statutory holidays.

To support a healthy work-life-balance, the Town's personal leave program includes paid sick leave, vacation leave and family responsibility leave. Also offered is an Annual Health and Wellness Subsidy which supports employees in maintaining a healthy and active lifestyle.



HOW TO APPLY

Interested candidates who meet the required qualifications for this role, should submit their resume with cover letter via email to HR@gibsons.ca.

The job description for this position, which includes further information about this position is available on the Town of Gibsons website at www.gibsons.ca/employment-opportunities.

Internal applicants are asked to notify their manager/supervisor prior to submitting an application.

ACCESSIBILITY

The Town of Gibsons is committed to providing a safe, respectful and inclusive work environment for all. We believe in celebrating individuality and that a diverse team is a strong team. We welcome applications from all qualified candidates. If an accommodation is required during the recruitment and selection process, please contact HR@gibsons.ca for support.

