



The Corporation of the Town of Cobourg

Crossing Guards

The Town of Cobourg is seeking **Spare Crossing Guards** to assist pedestrians travelling to and from school when crossing at various intersections in Cobourg. Crossing Guards are expected to work the duration of the school year and are governed by the Town's collective agreement with CUPE Local 25.

Spare Crossing Guards: Guards will have no guaranteed hours and will be called in to a specific location on an as needed basis.

Regular Crossing Guards: Guards will be assigned a location and will be required to work two and a half (2.5) hours per day on a regular part-time basis. The exact hours will be scheduled based on the specific school hours of operation.

Responsibilities:

- Report to assigned crossing at appointed times and maintain a professional demeanor with the general public and school children at all times.
- Observe safe gaps in traffic and assist students and pedestrians with safe crossings of roadways
- Work in accordance with the applicable Provincial and Municipal legislation including the Ontario Occupational Health and Safety Act, the Highway Traffic Act, and corporate policies and procedures of the Town relevant to the work.
- Communicate with students & pedestrians and control the flow of motor vehicles using good judgement and by clearly displaying a school crossing stop sign in an upright position, visible to motor vehicles approaching from each direction, until all persons have cleared the roadway safely.
- Wear mandatory safety equipment at all times while on duty as supplied by the Town of Cobourg
- Inspect crossing intersection on a daily basis, report and document all concerns and/or incidents

Education/Experience/Skills:

- Must be dependable and available for call in on short notice
- Ability to stand for at least two hours at a time
- Ability to exercise good judgement and work independently and unsupervised
- Excellent customer service skills and strong communication skills
- Excellent interpersonal skills: positive, courteous and professional
- Ability to work outdoors in all types of weather conditions
- Must obtain a clean vulnerable sector check upon employment
- Ability to hold up a school crossing stop sign above shoulder height for extended periods
- Knowledge of Occupational Health and Safety Act and Highway Traffic Act



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Working Conditions

Physical Demands: Crossing Guards may be required to walk and stand for long periods of time. The position will require the physical ability to lift up and hold a stop sign for long periods.

Environmental Conditions: Crossing Guards will be exposed to all forms of weather conditions including extremes of heat, humidity, cold, rain, snow, sleet, and wind. The Crossing Guards may be exposed to the occasional unpleasant fumes from vehicle exhaust and/or loud noises associated with traffic.

Mental Demands: Crossing Guards may be exposed to unpleasant or upset individuals associated with serving the general public.

Wage:

The wage scale for this position is \$16.38/hour (probationary) to \$18.40/hour (job rate).

Interested applicants should forward their resume in confidence to the attention of the **Human Resources Department** at humanresources@cobourg.ca.

We thank all applicants however only those selected for an interview will receive a response.

In accordance with the Municipal Freedom of Information and Protection Privacy Act, the information gathered is collected pursuant to the Municipal Act, 2001, as amended. The Town of Cobourg is an equal opportunity employer that is committed to inclusive, barrier-free recruitment and selection processes. If contacted for an employment opportunity, please advise Human Resources if you require accommodation.