
NORTHFIELD TOWNSHIP ROAD DISTRICT

237 Melvin Drive • Northbrook, Illinois 60062

JOB POSTING — CDL EQUIPMENT OPERATOR / TRUCK DRIVER

Position Title:	CDL Equipment Operator / Truck Driver
Department:	Northfield Township Road District
Appointing Authority:	The Honorable Michael J. Korman, Highway Commissioner
Employment Status:	Full-Time, Non-Exempt (FLSA)
Pay Range:	\$24.00 – \$30.00 per hour, depending on qualifications and CDL status at hire
Benefits:	Health insurance, IMRF pension, paid holidays, paid leave per District policy
CDL Requirement:	Class B (or Class A) required within 90 days of hire; CDL permit acceptable at application
Application Deadline:	April 10, 2026
Posting Date:	April 5, 2026

About the Northfield Township Road District

The Northfield Township Road District (NTRD) is an independent unit of local government established under the Illinois Highway Code (605 ILCS 5/) and governed by an elected Highway Commissioner. The District is responsible for the construction, maintenance, repair, and snow removal of township roads, drainage infrastructure, and road rights-of-way within Northfield Township, Cook County, Illinois. NTRD is committed to delivering high-quality, responsive, and fiscally responsible service to the residents of Northfield Township.

Position Overview

The Northfield Township Road District is seeking a motivated, detail-oriented individual to serve as a CDL Equipment Operator / Truck Driver. This position is responsible for the safe operation of road district vehicles and heavy equipment, the transport and placement of road materials, accurate maintenance of vehicle and compliance documentation, and active participation in seasonal road maintenance programs including snow and ice control.

This position also supports the District’s Invasive Tree Species Management Initiative, a multi-year program authorized under 605 ILCS 5/6-132(b) targeting buckthorn, honeysuckle, and other invasive woody plants within NTRD road rights-of-way. The successful candidate will be expected to obtain an Illinois Pesticide Applicator License (Category 6, Right-of-Way) within 12 months of hire as a condition of continued employment.

The ideal candidate will demonstrate sound logistical judgment, a strong safety ethic, the ability to coordinate with field crews and administrative staff, and a commitment to serving the public interest.

Essential Duties and Responsibilities

The following duties are illustrative and not exhaustive. Other duties may be assigned by the Highway Commissioner or designated supervisor.

Road Operations & Equipment

- Operate Road District trucks, dump trucks, plow trucks, and related heavy equipment in a safe, compliant manner consistent with IDOT and FMCSA standards.
- Transport road materials including salt, aggregate, asphalt patch, and related supplies to job sites throughout the township.
- Perform and document pre-trip and post-trip vehicle inspections in accordance with DOT regulations; report mechanical issues promptly to the supervisor.
- Maintain accurate driver logs, vehicle mileage records, fuel usage reports, and material delivery documentation.
- Assist in loading and unloading materials at storage facilities and job sites; operate attachments including snow plows, spreaders, and skid steers as assigned.
- Perform light maintenance and housekeeping duties on vehicles and equipment; report deficiencies promptly.

Snow & Ice Control

- Support snow and ice control operations during winter months, including overnight and weekend call-in availability as conditions require.
- Apply road salt and de-icing materials at prescribed rates; document material usage per District protocols.
- Operate snowplow and spreader attachments safely and efficiently on assigned route corridors.

Invasive Species Management — NEW

- Participate in NTRD's Invasive Tree Species Management Initiative, including field surveys, manual removal of invasive woody vegetation (buckthorn, honeysuckle, barberry, and related species), and chipping/debris removal operations within road rights-of-way.
- Operate chipper, chainsaw, and related equipment during invasive species removal operations in compliance with OSHA and District safety protocols.
- Apply herbicide treatments to cut stumps and invasive plant material using approved products (triclopyr-based formulations) following District protocols, IDOA licensing requirements, and Illinois Pesticide Act (415 ILCS 60/) regulations.
- Maintain accurate herbicide application logs documenting product, rate, location, date, and applicator license number as required by law.
- Post required pre-treatment and post-treatment notices to residents consistent with Illinois Pesticide Act requirements.
- Assist with distribution of wood chips and mulch to Northfield Township residents as part of the District's authorized resident benefit program under 605 ILCS 5/6-132(b).

Records, Compliance & Public Relations

- Coordinate with field supervisors and administrative personnel to ensure timely material delivery and accurate reporting of man-hours and materials used.
- Assist in monitoring contractor compliance with applicable state labor requirements.
- Represent the Road District professionally when interacting with the public, contractors, and municipal personnel.
- Maintain all required certifications, licenses, and training records; notify supervisor promptly of any changes in license status.

Minimum Qualifications

- Valid Illinois driver's license (Class D) with a clean driving record required at time of application.
- Must possess or obtain a valid Illinois Commercial Driver's License (CDL Class B or Class A) within 90 days of hire. Candidates holding a current Illinois CDL permit are encouraged to apply.
- Must meet all FMCSA physical qualification standards and maintain a current DOT Medical Examiner's Certificate (medical card) throughout employment.
- Must pass a pre-employment DOT drug and alcohol screening consistent with 49 CFR Part 40 requirements.
- Must be enrolled in or consent to participation in the NTRD's DOT-compliant random drug and alcohol testing program.
- Must obtain an Illinois Pesticide Applicator License, Category 6 (Right-of-Way), issued by the Illinois Department of Agriculture (IDOA), within 12 months of hire as a condition of continued employment. NTRD will provide or reimburse reasonable costs for required training and examination.
- Ability to perform the physical demands of the position, including prolonged standing, walking on uneven terrain, lifting up to 75 lbs, and outdoor work in all weather conditions.
- Basic mechanical aptitude and familiarity with heavy equipment operation preferred.

Veterans' Preference: Qualifying veterans and their eligible family members will receive preference in hiring consistent with the Illinois Veterans' Preference Act (330 ILCS 55/). Applicants claiming veterans' preference must provide a copy of their DD-214 or equivalent documentation with their application.

Preferred Qualifications

- Current valid CDL Class B or Class A license with air brake endorsement.
- Prior experience operating plow trucks, dump trucks, or comparable heavy equipment in a municipal or road maintenance setting.
- Current or prior Illinois Pesticide Applicator License, Category 6 (Right-of-Way).
- Experience with invasive species identification and/or removal in a field or conservation setting.
- Familiarity with GPS-based field mapping tools (e.g., ArcGIS Field Maps, iNaturalist).

- Prior public sector employment or demonstrated experience working within regulatory compliance frameworks.

Compensation and Benefits

The starting hourly wage for this position is established within the range of \$24.00 to \$30.00 per hour. Starting rate is determined by verified experience, CDL class held at time of hire, licensure status, and internal equity considerations. The Road District is committed to equitable compensation practices consistent with the Illinois Equal Pay Act (820 ILCS 112/).

Benefits Summary

- Illinois Municipal Retirement Fund (IMRF) pension enrollment
- Employer-contributed health insurance (plan details available upon request)
- Paid holidays per District policy
- Paid vacation and sick leave per District policy
- DOT-required training provided at District expense
- Illinois Pesticide Applicator License (Category 6) training and examination costs reimbursed by District
- CDL upgrade assistance available (conditions apply)

Physical Demands and Working Conditions

This position requires sustained outdoor work in all weather conditions, including extreme cold, heat, precipitation, and high-traffic road environments. Employees regularly operate heavy equipment and are exposed to noise, vibration, exhaust fumes, herbicide products, and other occupational hazards. Appropriate personal protective equipment (PPE) is provided by the District. Reasonable accommodations will be made for qualified individuals with disabilities consistent with the Americans with Disabilities Act (ADA) and the Illinois Human Rights Act (IHRA).

How to Apply

Interested applicants must submit all of the following to be considered:

- Completed NTRD employment application (available at <http://www.ntroad.com> or by contacting the office)
- Current resume detailing work history, equipment experience, and relevant certifications
- Copy of valid Illinois driver's license
- Copy of CDL or CDL permit (if held)
- DD-214 or equivalent documentation (required if claiming veterans' preference)

Applications must be received by April 10, 2026. Late, incomplete, or emailed applications may not be accepted. The Road District reserves the right to close this posting early if a sufficient pool of qualified applicants is received.

Submit applications to:

The Honorable Michael J. Korman, Highway Commissioner

Northfield Township Road District

237 Melvin Drive, Northbrook, Illinois 60062

Office: 847-724-7055 | mike.korman@northfieldtownship.org

www.ntroad.com

NOTICE TO CURRENT EMPLOYEES: Consistent with the Illinois Equal Pay Act, this position has been posted internally. Current NTRD employees wishing to apply must submit a completed application to the Highway Commissioner's office within the posting period.

Equal Opportunity Employer

The Northfield Township Road District is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, ancestry, age, disability, military status, sexual orientation, gender identity or expression, marital status, or any other characteristic protected under the Illinois Human Rights Act (775 ILCS 5/), the Americans with Disabilities Act (42 U.S.C. §12101 et seq.), the Age Discrimination in Employment Act (29 U.S.C. §621 et seq.), Title VII of the Civil Rights Act of 1964, or any other applicable federal, state, or local law.

Applicants who require a reasonable accommodation to complete any part of the application or hiring process should contact the Highway Commissioner's office at 847-724-7055 or mike.korman@northfieldtownship.com. Requests will be handled in a confidential manner consistent with applicable law.

The Northfield Township Road District expressly prohibits retaliation against any applicant or employee who exercises rights protected under applicable employment law.

Illinois Salary Transparency Notice

- The pay range listed in this posting represents the District's good-faith estimate of the compensation range for this role, consistent with the Illinois Equal Pay Act (820 ILCS 112/) and the Salary History Ban (820 ILCS 112/10).
- The starting wage offered will be based on the candidate's verified experience, licensure held at time of hire, and internal equity analysis.
- The District will not request salary history from applicants at any stage of the hiring process.