

**ESQUIMALT POSITION DESCRIPTION**

Pos. No: 773

**EFFECTIVE DATE: MAR 15, 1995**

Amended: November 2019

Approved by: Manager of Parks and Facilities

<b>Position Title:</b>	Gardener II
<b>Department/Division/Section:</b>	Parks and Recreation/Parks

**POSITION FUNCTION**

Performs a variety of horticultural and maintenance functions associated with the operation of various parks and landscaped areas.

**KEY DUTIES**

Performs a wide variety of maintenance activities in the development and maintenance of parks in horticulture, urban forestry, turf, grass, and parks infrastructure.

Planting, pruning, watering, weeding, shearing, brush-cutting, fertilizing, edging lawns and beds, mulching beds, and cultivating.

Monitors and controls pests and weeds with the application of pesticides.

Leaf and debris removal, weed-eating, mowing, and general plant health care for turf and a variety of native and non-native plants and tree species.

Selects plants and designs horticultural displays.

Contacts suppliers for availability of plants and material.

Removes invasive plants and restores natural areas with native trees and shrubs.

Performs maintenance of parks, playgrounds, water parks, sport courts, washrooms and outbuildings, park furnishings, trails and boardwalks, signs, landscaped areas, sport facilities, trees and other related park infrastructure.

Supports community events with the set up and take down of tents, tables, chairs, event fencing, barricades, banners, and various other event equipment.

Operates a wide range of manual, electric and motorized tools, equipment, and vehicles common to the parks division including spade, fork, cultivator, pruner, power lawn edger, lawn mower, backpack sprayer, generator, lawn aerator, truck, and tractor.

Performs minor maintenance to irrigation system.

Cleans washrooms, picks up litter, and empties garbage cans.

Responds to park-related public enquiries.

Provides instructions and information to other staff as required.

May direct the work and/or train others in work common to the Parks Division as required.

Performs related duties where qualified.

**INDEPENDENCE**

Work is performed according to established guidelines or assigned by supervisor.

Work is reviewed while in progress by supervisor.

Maintenance or renovations outside of established work plan are to be referred to supervisor.

**WORKING CONDITIONS****Physical Effort:**

Prune, weed, deadhead, weed-eat, shear (continuous).

**Mental Effort:**

Normal.

**Visual/Auditory Effort:**

Normal.

**Work Environment:**

Outdoors.

Work with power equipment (frequent).

**KNOWLEDGE, KEY SKILLS, AND ABILITIES**

Promote, incorporate and role model the Township's core values into all program activities:

**Accountability** – we are transparent and take responsibility for our policies, our decisions and our actions.

**Integrity** – we practice high standards of ethical behaviour and open communication that inspires trust.

**Respect** – we value people and treat everyone with dignity and fairness.

**Service Excellence** – we strive to meet community needs and achieve high-quality results through teamwork, partnerships, innovation and creativity.

**Passion** – we approach our work with conviction and enthusiasm.

Working knowledge of the use of materials, tools, and equipment used in the Parks Division, and ability to effectively use the materials, tools, and equipment.

Knowledge of the rules and precautions necessary to prevent and avoid accidents in and around Township parks and while operating equipment.

Knowledge of and ability to apply the methods and procedures of horticulture.

Ability to perform a variety of semi-skilled manual tasks requiring the use of some independent judgement.

Willingness to be flexible in a changing work environment.

Ability to establish and maintain respectful and cooperative working relationships.

Ability to resolve problems, and provide excellent service to both internal and external customers.

Ability to train others in the work.

Ability to communicate effectively verbally and in writing.

Ability to organize and prioritize work.

**QUALIFICATIONS****Formal Education, Training, and Occupational/Professional Certification**

Technical school diploma in Horticulture (1 year).

Current and valid class 5 B.C. driver's licence.

Pesticide Applicator's Certificate.

**Experience:**

2 to 3 years of related experience, or an equivalent combination of education and experience.

**OTHER**

Length of time to become familiar with job duties and responsibilities: varied, depending on qualifications.

May be requested to substitute in a more senior position.