

GROUNDS MAINTENANCE LANDSCAPING SUPERVISOR

DEFINITION OF WORK

Employee performs administrative, supervisory, and technical work in directing the daily operations of grounds maintenance staff in landscape development and maintenance of all County grounds. Employee supervises and monitors work performed County-wide by staff; receives work orders from County administration; plans work schedules; assigns work locations of staff; requisitions materials and supplies; and ensures adequate equipment and supply inventory. Employee selects staff, conducts performance evaluations, approves leave, and resolves disciplinary issues for the Department. As needed, employee participates in the grounds maintenance work and repair of landscaping and grounds equipment. Employee participates in the development and implementation of Department's goals, objectives, and work standards. Employee receives general direction and adheres to instructions from an Assistant County Manager.

EXAMPLES OF WORK

Responds to requests for services, and determines what is needed to provide the service. Monitors project activities to ensure instructions followed, deadlines met, and schedules maintained. Participates and oversees special projects to include repairing of driveways, cleaning drains, ditches or parking lots, clearing lots; and/or building planters, or changing the design of flower beds. Supervises and participates in the removal of dirt, rubbish, snow, leaves, and refuse, and in the removal or cutting down of trees; performs technical work in the welding and repair of equipment and in the design and installation of irrigation systems. Work includes sowing, transplanting, fertilizing, and applying water to the plants, turf, or plant collection; installing new plant material following plans and/or approved horticultural/grounds practices and procedures; and flower bed maintenance to include pruning, weeding, mulching, fertilizing, and spraying of plant material. Participates in the application of herbicides, insecticides, and other chemicals that may be applied to turf or plant collection. Seeds, mows, and gives general care to lawn or grass areas; plants flowers, and bulbs and transplants items as needed. Employee operates small to heavy equipment to include commercial mowers, backhoes, weed eaters, leaf blowers, sprayers, dump trucks, and tractors. Resolves major complaints and concerns of employees; projects yearly expenses; and assists in the preparation and administration of the Department's budget. Employee performs related work as required.

EMPLOYMENT STANDARDS

Education and Experience:

Graduation from a two-year technical or community college with a degree in agriculture and natural resources, greenhouse and grounds maintenance, horticulture technology, landscape gardening or closely related field and six years of directly related experience including the operation of various landscape equipment; or a equivalent combination of education and experience.

Knowledge, Skills, and Abilities:

Considerable knowledge of horticultural practices and plant maintenance procedures used in landscape installation and ground maintenance work; considerable knowledge of the cultivation, pruning, spraying and trimming requirements of shrubs and trees; considerable knowledge of all equipment and specialized tools used in landscape work; an ability to perform administrative functions and to supervise the work of others; ability to observe plants and identify plants and plant

problems and assess condition and health of plants; ability to operate heavy equipment; ability to effectively communicate and follow oral and written instructions; and the ability to establish and maintain effective working relationships with co-workers and clients.

SPECIAL REQUIREMENTS

Certification by the North Carolina Pesticide Board as a Licensed Pesticide Public Operator is necessary. Certification must be obtained within six months of hire. Background check with local law enforcement agency required. Some positions within classification may require a valid North Carolina driver's license. Condition of Employment: Each applicant who is tendered an offer for employment for any position with Cumberland County shall be tested for the use of drugs specified in the County policy. Refusal to submit to testing or a confirmed positive test shall be basis for withdrawal of the conditional employment offer.

ADA REQUIREMENTS

Employees are subject to hazards associated with working in outside environments, in extreme hot and cold weather, and exposure to dust, loud noises, odors, vibrations, machinery and hazardous toxic fumes, oils, gases, chemicals, or flammable liquids. Work subjects employees to compliance with OSHA safety standards, policies, and regulations.

PHYSICAL REQUIREMENTS

Must be able to perform tasks that involve regular, and at times, sustained performance of moderately physically demanding work.

Must be able to perform work typically involving some combination of climbing and balancing, stooping, kneeling, crouching, and crawling.

Must be able to lift, carry, push and/or pull moderately heavy objects and materials 20-100 pounds.

Must be able to perceive and discriminate colors, sounds and odors.