

Job Class Profile: Agricultural Technician I**Pay Level: CG-28 Point Band: 578-621**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	4	4	4	4	4	3	3	1	4	
Points	187	67	25	19	120	65	62	21	43	609

JOB SUMMARY

The Agricultural Technician I performs technical agricultural field work in regulatory, inspection and/or extension services.

Key and Periodic Activities

- Supports the day-to-day operations of the cranberry propagation facility at the Wooddale Tree Nursery by propagating and monitoring cranberry plants. Applies water, fertilizer and pesticides, controls disease and checks for dry cranberry plants in the greenhouse.
- Provides information and technical assistance to producers on agricultural matters related to berry production in the province.
- Maintains the Sea Buckthorn orchard at Wooddale Tree Nursery. Responsible for irrigating, fertilizing and dealing with insect and disease problems with plants. Conducts Sea Buckthorn propagation by soft and hard cuttings. Conducts pruning as required.
- Monitors cranberry plants at the Deadman's Bay Research site and in the holding yards and cold frames at Wooddale.
- Gathers/collects and records information and data.
- Assists in the preparation and presentation of results/reports related to the Alternative Crops Program as required.
- Co-ordinates, monitors and participates in the shipment of cranberry plants to farmers; prepares plants for shipping and loads plants on trucks.
- Calculates measurements of plants obtained through information surveys.
- Staffs the cranberry display booth at the annual Agricultural Fair.
- Transports equipment from Wooddale to Deadman's Bay.
- Repairs greenhouse plastic as required.
- Inspects for crop damage.
- Attends conferences and training seminars.

SKILL**Knowledge**

General and Specific Knowledge:

- Agricultural practices relating to berry production and propagation.
- Departmental programs, policies and procedures
- Pesticide use and safety protocols.
- Proficiency with office suite of computer applications.

Formal Education and/or Certification(s):

- Minimum: 2 Year Diploma in Agriculture supplemented by a Pesticide Applicator's License and a valid driver's license.

Years of Experience:

- Minimum: 2-3 years

Competencies:

- Ability to follow established policies and procedures.
- Ability to follow safety protocols.
- Ability to use a variety of computer applications.

Interpersonal Skills

- A range of interpersonal skills such as listening to information from others, asking questions, providing routine information/direction and technical advice, explanation and clarification are required. Communicates complex information and makes formal presentations, promotes services/program, instructs or trains and gains the cooperation of others to complete work.
- Most significant contacts are with senior professional staff in the immediate work area such as Alternative Crops Specialist, Program Manager and Nursery Manager; Farmers/Producers (providing service to clients, addressing problems and providing assistance, providing plants); other Departmental staff (to seek assistance in resolving problems).

EFFORT**Physical Effort**

- The demands of the job occasionally result in considerable fatigue requiring periods of rest.
- Occasionally lifts or moves objects 25-50 lbs. and over 50 lbs. when handling pesticides and fertilizers, loading trucks, etc.
- There is occasional travel, thus driving and sitting for periods of time is required, however, majority of tasks and activities are performed standing and walking in greenhouse and orchard areas monitoring, measuring and caring for plants.
- Work occasionally requires awkward positions or body movement, strength and endurance.
- Gross motor skills are required regularly and maintaining balance is a constant requirement to perform physical activities such as loading trays of plants.
- Fine finger/precision activities occur regularly when using tools, pruning, grafting cuttings, taking plot measurements and using computer mouse and keyboard.

Concentration

- **Visual** demands and alertness to ensure the safety of others are a constant requirement when collecting data, using fertilizers and pesticides, pruning and grafting cuttings, loading trucks and inspecting plants for disease or damage.

- **Auditory** concentration is required because of the machinery and equipment in the greenhouse and in the outdoor cranberry sites.
- Regularly, sense of **touch** is important in handling plant material.
- A **higher than normal level of attentiveness** is required when applying pesticides.
- Monitoring cranberry plant for diseases, insects, discoloration and dryness can be repetitious and require **alertness**.
- **Time pressures and deadlines and lack of control over work pace** are experienced when ensuring research projects and propagation processes are completed on time considering plant ecology, budgets and other resources availability. Reports have to be compiled and presented to analyze results and secure funding.
- **Exact results and precision and eye/hand coordination** are required when propagating cranberry plant material, collecting and entering data and recordkeeping, measuring and applying pesticides for application.

Complexity

- Tasks are typically repetitive/well defined or different and related. Occasionally there are unrelated tasks, such as research, inspections and presentations requiring a broad range of skill and knowledge.
- Challenges/problems/issues can usually be addressed by following procedures and/or guidelines or have obvious or a limited number of solutions. Some, however, must be defined and practical solutions found or complex solutions developed, especially in research trials.
- Tasks are highly technical.
- Reference material available includes research literature and technical reports, manuals, departmental Agriculture Specialists in berry crops and guidelines.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are highly monitored or controlled to ensure quality control.
- Some level of independence is exercised without direct supervision, but work is guided by established policies and procedures. Instruction is provided through work plans and regular meetings.
- Tasks such as changing greenhouse temperatures, spraying pesticides, conducting surveys and purchasing materials all require supervisory approval.
- Discretion and judgement are used when maintaining the Sea Buckthorn orchard, providing information and advice to farmers and determining watering schedules.

Impact

- Impacts are felt internally within the immediate work area and department/group.
- Work activities impact equipment, facilities, information, finances, health and safety and corporate image.
- Positive impacts result from advice provided to producers in assisting them with issues and production of high quality, hardy plants for the industry.

- The consequences of a mistake or error can impact the immediate work area, department and the producer/client. Mistakes are usually detected and dealt with promptly.

Development and Leadership of Others

- Not responsible for supervision of staff.
- Occasionally provides orientation, guidance and instruction to students as assigned.

WORKING CONDITIONS

Environmental Working Conditions

- Personal protection equipment (PPE) such as gloves, boots, specified eye protection, rubberized coveralls and masks are required when applying pesticides.
- There is limited likelihood of minor injuries or illnesses resulting from hazards.
- Occasionally exposed to dirt, dust, fumes, limited ventilation, hazardous chemicals, toxic or poisonous substances, wet or slippery surfaces, temperature extremes, travel and adverse weather conditions. (i.e. spraying pesticides, working outdoors, wet floors in greenhouse, greenhouse environment).