

Job Class Profile: **Gardener II**

Pay Level: **CG-23** **Point Band:** **388-421**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	2	2	4	2	2	2	2	1	6	
Points	93	33	25	10	60	43	41	21	64	390

JOB SUMMARY

The Gardener II performs skilled work in raising and caring for perennial and annual flowering plants and shrubs in a controlled environment.

Key and Periodic Activities:

- Prepares soil for planting flower seeds and transplants greenhouse seedlings.
- Controls temperature and humidity of greenhouse through the application of artificial heat or venting.
- Operates a heater for the sterilization of soil.
- Arranges flower beds; weeds, waters and thins out growing plants.
- Identifies, by labels and tags, potted plants and plant beds.
- Inspects plants for diseases and insects and applies remedial measures such as spraying or dusting with chemicals.
- Instructs less skilled individuals in the planting and spacing of flowers.
- Maintains greenhouse in a clean and tidy condition; repairs broken glass and flower boxes.
- May assist in snow removal.
- Maintains tools and equipment in good working order.
- Operates and maintains tools and equipment such as rakes, spreaders, seeders, sprayers, tillers, mowers, weed eaters and chain saws.
- Performs maintenance work as required.

SKILL

Knowledge

General and Specific Knowledge:

- Knowledge of gardening practices.
- Knowledge of insecticide, pesticide and herbicide use.
- Knowledge of fertilizer and other chemicals used to nourish plants.
- Policies and procedures.
- Safe Work Procedures.

Formal Education and/or Certification(s):

- Minimum: High School Diploma. Valid Driver's License as issued by the Province of Newfoundland and Labrador.

Years of Experience:

- Minimum: 1 -2 years.

Competencies:

- Ability to apply established techniques to the completion of activities.
- Ability to provide advice to other gardeners or labourers on how to solve a problem or address an issue.
- Ability to repair and operate machinery.

Interpersonal Skills

- A range of interpersonal skills includes listening to information from others; asking questions to get information; and providing instruction, information and direction to other gardeners or labourers in the completion of daily tasks.
- The most significant contacts are: Supervisor (for direction, advice and support); co-workers (in the performance of daily operational activities); and with contractors who may be delivering supplies and other materials to the job site.

EFFORT**Physical Effort**

- The demands of the job regularly results in fatigue, requiring periods of rest.
- Lifting or moving objects such as a lawn mower, tractor parts or other tools weighing over 50 lbs is required occasionally.
- Sitting or standing on a regular basis; with walking or driving required on an occasional basis.
- Manual or physical activities include lifting bags of fertilizer to prepare soil for planting; using hand tools that require accurate control and steadiness; using gross motor skills; using machinery or equipment that requires very controlled movement; operating heavy equipment and using equipment that requires rapid physical movement and reflexes.
- Works in awkward or cramped positions with bending, stretching and reaching required when performing gardening work such as planting, watering, weeding, etc.

Concentration

- **Visual** concentration is required when operating machinery such as a tractor, lawn mower, weed eater, chainsaw, etc; repairing flower boxes and broken glass; and when planting and weeding flowers.
- **Auditory** concentration is experienced when working around noisy machinery such as tractors, lawn mowers, pruning machines, weed eaters, saws, tillers, etc., and communicating or interacting with co-workers.
- **Other sensory demands**, such as touch is important to determine if plants need watering.
- Alertness and concentration for the **health and safety of others** is required when operating machinery and power tools.
- **Time pressures and deadlines** are experienced when preparing gardens for special functions.

Interruptions and lack of control over work pace are experienced when equipment breaks down or if poor weather conditions are experienced.

- **Exact results and precision** are required when transplanting seedlings, weeding flowers and applying fertilizers and chemicals.

Complexity

- Task and activities are typically similar/related in terms of the skills and knowledge used and where tasks are usually well defined. Work also involves instructing less skilled persons in planting techniques.
- Reference material to assist in addressing problems, challenges and issues include policies and procedures and direction, advice and/or guidance from Supervisor.

RESPONSIBILITY

Accountability and Decision-Making

- Work assignments are specific and are usually given verbally.
- Exercises considerable independent judgement in carrying out the more routine tasks. Supervision is received through inspection of results obtained and special work orders.

Impact

- Work results can have a positive impact within the immediate work area/department/organization and on customers/clients/general public, as well as on resources such as equipment, finances, facilities, health and safety and corporate image when greenhouses, nurseries, grounds and gardens are well maintained and equipment and tools are maintained in good working order.
- Mistakes or errors can result in equipment failure; increased financial costs; and poorly maintained grounds and gardens and improper use of chemicals.

Development and Leadership of Others

- There is no supervision of staff. There is an expectation to provide occasional instruction, advice and/or guidance to other employees, etc.

WORKING CONDITIONS

Environmental Working Conditions

- There is a requirement to wear safety equipment such as steel-toe boots; hard hat; gloves; mask; etc.
- The likelihood of minor cuts, bruises, abrasions or minor illnesses resulting from hazards in the job is moderate. Fractures, partial or total disability is limited.
- Exposed to unusual/distracting noise from machinery, dirt, fumes, vibration from equipment, hazardous chemicals, toxic or poisonous substances, wet or slippery surfaces, awkward or confining workspaces, sharp objects, heavy machinery and adverse weather conditions.