

Job Class Profile: **Silviculture Worker I**

Pay Level: **CG-16** **Point Band:** **250-263**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	1	1	4	2	1	1	1	1	6	
Points	47	17	25	10	30	22	21	21	64	257

JOB SUMMARY

The Silviculture Worker I performs skilled labour work in forest nursery production and operations.

List A Brief Description of Specific Duties

- Plants tree seedlings in container complex.
- Thins tree seedlings.
- Loads and unloads greenhouses and cold frames.
- Loads trucks with trees and other supplies to take to planting site.
- Collects seed cones for seed harvesting operations.
- Grades and weeds tree seedlings.
- Moves trees to holding area at the end of the season.
- Performs general clean-up of greenhouses, cold frames and complex. Cleans seeding pots.
- Operates equipment such as jack stand, forklift and lawn mower.
- Cuts and plants cranberry vines.
- Sets up greenhouses and cold frames.

SKILL

Knowledge

General and Specific Knowledge:

- Basic knowledge of silviculture techniques and procedures
- Safe Work Practices

Formal Education and/or Certification(s):

- Minimum: High School Diploma

Years of Experience:

- Minimum: Less than 1 year

Competencies:

- Ability to follow basic instructions and work processes
- Fine Motor Skills
- Eye/hand coordination
- Ability to use gardening tools

Interpersonal Skills

- A range of interpersonal skills are used such as listening to information from supervisor and asking questions to get information about job requirements, providing routine information and direction to others and gaining the cooperation of other employees to complete work, address issues and/or solve problems.
- Communications typically occur within the immediate work area and department.
- The most significant contacts are with co-workers on the completion of daily tasks and with the supervisor for job assignment and advice/guidance on issues or problems.

EFFORT

Physical Effort

- The demands of the job occasionally results in considerable fatigue, requiring periods of rest.
- Lifting or moving objects less than 10 lbs is a regular requirement and lifting or moving objects over 50lbs is required occasionally. Examples include pots of trees, bags of soil and fertilizer, etc.
- Work involves sitting when performing greenhouse work and walking, standing and working in awkward or cramped positions is required when performing seeding activities.
- Manual or physical activities include constant fine finger or precision work and using hand tools that require accurate control and steadiness and using gross motor skills.

Concentration

- There is a constant requirement for **visual concentration or alertness** when performing thinning activities.
- **Auditory concentration or strain** is required to listen for moving equipment and back-up beepers when fans are running and to listen to supervisor for instructions.
- **Alertness and concentration are required when performing repetitive tasks** such as thinning seed trays in an assembly line process.
- **Higher than normal levels of attentiveness or alertness** is required when operating equipment to ensure the health and safety of others.
- **Time pressures, deadlines and lack of control over work pace** are experienced when performing seeding and thinning activities as these activities must be completed within a certain time frame. **Interruptions** can occur if equipment breaks down or if poor weather conditions are experienced.
- **Eye/hand coordination** is required for all activities such as thinning, harvesting seeds and picking berries and cones.
- **Exact results and precision** are required when seeding to ensure that quality seedlings are selected for planting.

Complexity

- Work involves selecting and growing quality seedlings for planting which involves tasks that are well defined and activities that are similar/related in terms of the skills and knowledge used.
- Reference material to assist in addressing problems, challenges and issues include

advice/guidance from supervisor and coworkers and policies and procedures.

RESPONSIBILITY

Accountability and Decision-Making
<ul style="list-style-type: none"> — Work tends to be highly prescribed or controlled. — Work tasks and activities are outlined by supervisor; production requirements are established and final product is monitored through regular inspections.
Impact
<ul style="list-style-type: none"> — Work results can have a positive impact within the immediate work area and department, and on customers/clients/general public as well as on resources such as equipment, processes and systems, finances, facilities, material resources, health and safety, and on the environment if work tasks are completed on schedule and quality seedlings are selected and distributed for planting. — Mistakes or errors can have an impact on meeting deadlines and cause delays in shipping; damage equipment; increase cost associated with production, and result in the loss of tree seedlings, etc. — Consequences of mistakes or errors are typically resolved within hours of problem identification.
Development and Leadership of Others
<ul style="list-style-type: none"> — Not responsible for the supervision of staff.

WORKING CONDITIONS

Environmental Working Conditions
<ul style="list-style-type: none"> — There is a requirement to wear safety equipment such as safety shoes, vests, masks, and goggles. — The likelihood of minor cuts, bruises, abrasions or minor illnesses resulting from hazards in the job is moderate. Fractures or partial/total disability is limited. — Exposed to very dusty work environments during seeding season, temperature extremes when working inside cold frames and greenhouses, hazardous chemicals when working with fertilizers and weed control substances and adverse weather conditions when working outside.