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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Maintenance

**Class Series:** Groundskeepers

**Grid:** 20

**Class Title:** Groundskeeper 4

### **I. Level Definition**

Positions at this level supervise designated staff and perform gardening and landscaping duties.

### **II. Typical Duties**

- (1) Supervises designated staff by performing duties such as scheduling and co-ordinating work assignments, and determining related training and orientation requirements.
- (2) Performs landscaping duties such as designing and laying out flower displays; selects fertilizer; maintains flower rotations; sows and maintains lawns.
- (3) Selects and applies appropriate solutions; carries out a maintenance control program by spraying areas such as flower beds and shrubberies in order to eliminate insects, diseases, weeds and other problems.
- (4) Performs administrative duties such as making recommendations regarding budget for assigned area, preparing estimates of labour and material costs and monitoring gardening contract work to ensure adherence to facility requirements.
- (5) Maintains and repairs irrigation system and performs major repair and overhaul on gardening equipment.
- (6) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Graduation from a recognized program in Horticulture plus two years' recent related experience including six months in a supervisory capacity or an equivalent combination of education, training and experience. Valid Applicator's Certificate.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to supervise.
- (v) Ability to organize work.
- (vi) Ability to operate related equipment.