FACILITIES SUBSECTOR COLLECTIVE AGREEMENT
BENCHMARK

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.