



GROUND SPECIALIST/LEAD–INTEGRATED PEST MANAGEMENT

Position Summary

Implements the Integrated Pest Management (IPM) program site modifications to control pests and weeds on District properties. Assists with planning, organizing, and coordination of grounds maintenance schedule and establishes work priorities. Instrumental in problem- solving, disseminating department communication, and team building.

Distinguishing Characteristics

Distinguished from Groundskeeper and Senior Groundskeeper by an emphasis on pest and weed control in addition to leadership responsibilities such as setting team priorities and directing daily operations for groundskeeping teams.

Supervisory Relationship

Reports to Building and Grounds Maintenance Supervisor. Works under the technical direction of the IPM Consultant or other District staff. Provides oversight, direction, and task assignment to work crews.

Essential Functions

1. Plans and schedules work crews.
2. Orders supplies and parts, maintains records of materials used and work performed, and performs related recordkeeping duties.
3. Install and repair simple irrigation systems and outdoor water sprinkler lines.
4. Perform routine and preventive maintenance on equipment and tools.
5. Train seasonal employees in use and care of power and hand tools, site modification work, and safety precautions.
6. Perform general grounds maintenance work such as planting trees and shrubs, digging trenches; installing landscape ties; assisting in moving athletic equipment, office furniture, or other materials.
7. Assist with recruitment of seasonal employees.
8. Understand and communicate organizational goals and concepts and serve as a liaison between school staff, grounds crew employees, and others within Facilities Management.
9. Provides management with feedback and performance observations of team members.
10. When required, survey and layout site improvement projects based on oral or written specifications; prepare site by excavating dirt and rocks by using heavy equipment.
11. Performs assessments of grounds condition including but not limited to landscapes, flower, shrub and plant beds, trees, lawn and rainwater gardens, and or swales.
12. Maintains regular and prompt attendance.
13. Performs other related duties as assigned.

Required Knowledge, Skills and Abilities

1. General knowledge of irrigation, field fencing, methods of pest and weed control, tree and plant care.
2. General knowledge of the installation and repair of outdoor sprinkler systems.
3. Strong communication skills.
4. Ability to provide technical direction and guidance to others.
5. Ability to communicate work priorities and assignments.
6. Ability to operate heavy equipment including but not limited to backhoe, excavator loader, dump truck, blacktop roller, lawnmowers, and hand and power tools.
7. Ability to comprehend and convey oral and written specifications for construction activities.
8. Ability to receive assignments and work independently for extended periods of time.
9. Knowledge of safety practices and the safe use of equipment and hand tools.
10. Physical ability to perform the requirements of the job.

Minimum Qualifications

1. Two years of experience in grounds keeping, landscaping, or related field.
2. Experience leading, coordinating or directing work crews.
3. Possession of or the ability to obtain a State of Oregon pesticide applicator license within 90 days of hire.
4. Possession of a valid State of Oregon driver's license.

Working Conditions

1. 12 month work year (July 1- June 30); 40 hours per week; occasional overtime may be required.
2. May be required to perform emergency crew function for snow, ice and debris removal during and after weather related storms in order for the district to hold school.
3. Work is performed in schools, industrial building areas, indoors, and outdoors on various district properties and in varying weather conditions.
4. Work is subject to hazards including: proximity to moving mechanical parts, moving vehicles on both private and public roads and parking areas, working on ladders and/or high places, exposure to extreme cold and high heat, dry and wet, under and around plants, shrubs, and weeds, elevations greater than 4' above adjacent surfaces and chemicals.
5. The employee is subject to atmospheric conditions. One or more of the following conditions that affect the respiratory system: fumes, odors, dust, mists, gases, or poor ventilation. This includes exposure to oil, gasoline, two cycle mixed gasoline, propane and diesel. This also includes common yard debris, which may have mold, bacteria and other algae that some people are sensitive to. Personal Protective Equipment (PPE), including respiratory protection may be required to do work in certain conditions. Use of respiratory protection PPE may require any facial hair to be compatible with equipment provided.
6. The employee will be part of a hearing conservation program due to the routine grounds equipment noise. As part of this program hearing protection equipment will be required to be worn during use or while around equipment being used.
7. Work often requires moving hand and power tools frequently in repetitive motions. Work also includes moving heavy objects weighing between 25 to 50 pounds. The employee must be able to frequently traverse short and long distances on various types of surfaces

that are slippery and in various weather conditions to accomplish tasks, ascending or descending of ladders, stairs, ramps, heavy equipment, and other aerial equipment.

8. Incumbents travel between District properties to perform work. Assignments may require operation of equipment, exposure to inclement weather conditions, lifting of heavy objects, working in awkward or tiring positions, or exposure to risk of injury from sharp cutting tools.

ADDITIONAL INFORMATION	
Employee Unit	OSEA Classified
Pay Grade	Grade 10 – 12 month
Developed by	Bernadette Adeniran, HR Administrator
Approved by	Karen Hardin, Director Human Resources
Last revised	02/18/2020