

METRO  
Classification Description

<b>Title:</b>	Horticulturist	<b>Bargaining Unit:</b> LIUNA 483
<b>Class Numbers:</b>	0465/4465	<b>Established:</b> 9/94
<b>Pay Grades:</b>	340/450	<b>Revised:</b> 12/2005; 11/10/09; 9/9/2015
<b>FLSA Status:</b>	Non-Exempt	<b>EEO Category:</b> Service/Maintenance

**CLASSIFICATION DESCRIPTION**

Perform and coordinate zoo horticulture and gardening duties and is responsible for designated geographic zone area functions. Install and repair complex irrigation systems, guiding volunteer services, animal browse programs and animal waste recycling, herbicide/pesticide applications and organic weed and pest control management, safety and emergency services, and general gardening duties. Position assists the Senior Horticulturist and other persons in horticulture planning, projects, construction, maintenance and other functions.

**DUTIES AND RESPONSIBILITIES**

*Tasks listed are intended to be descriptive and not restrictive. An employee in this classification may perform any of the tasks listed; however, these examples do not include all the tasks which an employee may be expected to perform.*

1. Assists and works with animal keepers and other staff in evaluating and planning landscape and gardening needs and specialty zone area plant selection, landscape, and gardening practices to reflect animal care, horticulture, safety, and guest service requirements.
2. Fertilizes, mixes and conditions soil for different types of flowers, shrubs, trees and other plants; inspects for pests, disease and other deteriorating agents; selects and uses appropriate herbicides and pesticides; repairs damaged trees, shrubs and flowers.
3. Maintains turf areas by mowing, trimming, edging, fertilizing and spraying. Plants grass by laying sod or spreading grass seed.
4. Plants bulbs, trees, shrubs, flowers, and exotic plant material; pots plants and transplants plants; maintains trees, flowers and shrubs by pruning, thinning, spraying, staking and arranging; pulls weeds, rakes leaves, cleans plant beds and replenishes bark dust covering.
5. Performs geographic zone area horticulture and gardening functions for designated zone areas such as the Africa, Elephant, or Great Northwest areas, and works with keepers and other colleagues to diagnose, test, plant, and maintain unique and specialized landscape and gardening.
6. Contributes horticulture information for web page. Assists the public to ensure a positive and unique experience; and enhance Zoo use, appreciation, events, and visitation.
7. Troubleshoots problems such as pathway obstructions, irrigation breaks, plant disease concerns, visitor safety, or exhibit substrate issues.
8. Operates gas-powered lawn mower, tiller, sod cutter, chippers, blowers, chain saw, jack hammers, and edger and uses a variety of other hand tools, including sprayers, pruning saws and other garden tools; keeps all equipment clean and in proper working condition through preventative maintenance, and by making minor repairs.

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9. Operates motorized vehicles, pickup trucks, front-end loaders, tractors, backhoe, forklift, bobcats, lifts, street sweepers, and dump trucks and other equipment necessary for performance of essential duties.
10. Picks up plants and tools from nurseries, garden centers and private donors; performs general maintenance tasks, collecting animal wastes and sweeping and collecting litter from walkways, parking lots and animal exhibit areas.
11. Identifies appropriate plant browse materials, cuts and distributes to enrich animals' diets.
12. Installs, repairs, modifies, and maintains irrigation systems; programs irrigation timers.
13. Performs and assists in conservation and restoration activities and in landscape construction and performs duties such as excavation, site preparation, and installation of drainage systems, rock walls, retaining walls, waterfalls and garden pools, and in plant material installation, prepping road beds and walkways, and fence construction.
14. Coordinates and performs first responder and emergency service duties such as participating in lost child searches or sanding, and ice and snow removal during inclement weather.
15. Assists the public, public officials and other employees in a professional and courteous manner.
16. Develops safe work habits and contributes to the safety of self and co-workers.
17. Contributes to a positive team atmosphere.
18. Has regular and punctual attendance.
19. Performs assigned duties during an emergency situation.
20. Other duties as assigned.

### **JOB SPECIFICATIONS**

*(These are any combination of education and experience that has provided knowledge, skills and abilities to perform the duties of this position. Prior work experience and educational requirements listed are typical ways of obtaining the required qualifications. Other equivalent combinations of education, training and experience will be considered.)*

#### **Job Preparation**

##### **Education and Work Experience**

- Associate's degree or post secondary equivalent and three years progressively responsible professional horticulture and gardening or any combination of education and experience that provides the necessary knowledge, skills, and abilities to perform the classification duties and responsibilities.

##### **Knowledge, Skills and Abilities**

- Standard practices, materials, methods, tools, and equipment used in planting, transplanting, cultivating and caring for native and exotic plant material, tropical/indoor plantscapes, trees, plants, flowers, shrubs and lawns
- Pacific Northwest flora, fauna, horticulture, and gardening resources
- Maintaining specialty plantings for geographic areas
- Proper relationship between soils and plants, plant identification, the symptoms of fertilizers and their use

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- Pest and weed control and plant diseases
- Soil management and preparation methods
- Safe usage of hand and power tools and equipment
- Maintain specialty plantings for geographic areas
- Safely use hand and power tools and equipment
- Enhance guest experiences, to provide information regarding Zoo functions and schedules, and to interact with the public
- Operate a personal computer and associated software, radios, and cell phones
- Communicate effectively with the public and colleagues and management
- Perform emergency service, first responder, and public service duties
- Follow and issue oral and written instructions
- Establish and maintain effective working relationships with other employees and to work independently or as a team leader or member
- Work outdoors under severe storms and adverse climate conditions
- Develop more specialized skills in such areas as ornamental plant propagation, herbicide/pesticide applications and organic weed and pest control management, and landscape planning
- Physically perform all of the essential duties of the position including climbing, kneeling, stooping, walking, bending, twisting, and lifting 50 pounds
- Apply Federal, State, and local policies, procedures, laws and regulations for respective field
- Use discretion with confidential and sensitive matters
- Provide excellent customer service by meeting the needs and interacting with employees, volunteers, vendors, the public, and others encountered during the course of work in a courteous and professional manner
- Establish and maintain cooperative working relationships with employees, volunteers, vendors, and others encountered during the course of work
- Work in a safe manner and follow Metro safety policies, practices, and procedures
- Perform the assigned duties of the position

### Special Requirements

- Successfully pass the background check and screening requirements of the organization.
- Possession of, or the ability to obtain upon hire, and maintain a valid driver's license, and within six months of hire to obtain and maintain an Oregon Pesticide Applicator License, First Aid/CPR Certification, and such other certifications and licenses as may be required.

### Tools and Equipment Used

- Gas-powered lawn mower, tiller, sod cutter, chippers, blowers, chain saw, jack hammers, and edger.
- A variety of other hand tools, including sprayers, pruning saws and other garden tools.

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### **Supervision**

- Lead work is received from Senior Horticulturist. Overall supervision is received from the Horticulture Supervisor
- May act as lead over volunteers, community service workers, interns, variable hour employees and newly hired Horticulturists and Laborers

### **Work Environment**

*The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.*

- Duties may require prolonged strenuous efforts in hazardous locations, contaminated areas, enclosed spaces, at heights, under inclement weather, and other adverse conditions

*The job classification description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.*