



JOB DESCRIPTION: FERTILIZER TECHNICIAN

CLASSIFICATION PURPOSE

This non-exempt position performs a variety of skilled tasks related to the application of tree, shrub, and turf fertilization, and insect and disease control programs that comply with quality control and safety measures; performs related work as required.

ESSENTIAL FUNCTIONS

The examples of functions listed in this job description are representative, but not necessarily exhaustive, of any one position in this job classification. Management may assign other functions not listed herein at its sole discretion.

- Responsible for the safe, efficient, and legal application of all job-related chemicals (e.g., fertilizer, pesticide, herbicide);
- evaluates job sites for presence of pests, insects, weeds, and diseased vegetation (e.g., plants, shrubs, trees);
- mixes, fills tanks, loads, delivers, applies, and stores chemicals properly;
- demonstrates a professional understanding of all chemicals, fertilizers and controlled substances and their ability to remedy horticulture problems;
- performs necessary maintenance and repair of equipment (e.g., hydraulic sprayer, blower, air spade);
- documents and retains pesticide application use records for all inspections, treatments, and monitoring in compliance with local, state, and federal law;
- maintains security at job sites;
- maintains essential records and adheres to state posting requirements for pesticides;
- completes all service requests and special projects as assigned;
- ensures all procedures comply with safety standards and company guidelines;
- listens to customers attentively and satisfies their concerns from their perspective;
- sets challenging goals and ensures work is completed efficiently thereby improving gross margin;
- completes administrative procedures (e.g., timecards, equipment inventory, Spray Use reports, punch lists);
- ensures all work is completed according to contract, quality standards, and budget terms;
- handles and transports chemicals (e.g., fertilizers, containers, SDS) properly;
- understands the relationship between job quality and customer service, satisfaction, and retention;
- performs optimal yard departure routine;
- ensures all job responsibilities are performed in accordance with company protocol, completes yard arrival tasks (e.g., vehicles parking, unloading debris, storing tools);
- tracks efficiency standards; coordinates labor scheduling, material use, and equipment allocation effectively;
- attends meetings;
- ensures compliance with all aspects of the company's safety program;
- attends weekly tailgate meetings;
- role models PPE usage;
- reports non-landscape issues to supervisor;
- performs Winter Service (e.g., snow clearing, snow plowing, shoveling, salting) as needed;
- provides excellent service (e.g., accurate, complete, and timely) to clients, work-site partners, and Company staff in a courteous and efficient manner.

COMPETENCIES

- **Safety:** Operates and maintains tools and equipment to ensure safety; attends safety meetings; wears proper PPE; wears seat belt when traveling in a company vehicle; demonstrates proper lifting procedures; performs all safety inspections; ensures compliance with all safety policies/reporting procedures.
- **Results Oriented:** Maintains focus on outcomes; is proactive and goal oriented; concentrates on meeting objectives, delivering to the required time, cost, and quality; holds performance as more important than process; completes tasks as defined by production rates.
- **Hazard Communication:** Follows all chemical procedures (e.g., storing, applying, transporting), SDS information, and label instructions; complies with emergency reporting procedures; can define and identify hazardous substances.
- **Time Management:** Works efficiently; maintains resources in an orderly system to ensure time is valued; tools, records, and information are well organized and easily retrieved when needed; is deliberate and purposeful.

- **Job Quality:** Understands the relationship between job quality and customer service, satisfaction, and retention; ensures landscape and horticulture quality standards are met for every job.
- **Customer Service:** Consistently exceeds customer expectations; keeps customers well-informed, listens to them attentively, and addresses their concerns; enacts a personal approach to customer service.
- **Interpersonal Skills:** Treats others with respect, collaboration, and support in such a way that work relationships are improved and morale is increased; is approachable; has effective communication skills.

EDUCATION/EXPERIENCE

An example of the preferred education, training, and/or experience that demonstrates possession of the knowledge, skills, and competencies for this position includes: at least two (2) years of professional experience in arboriculture, turf and/or woody ornamental maintenance involving chemical application.

ESSENTIAL PHYSICAL CHARACTERISTICS

The physical characteristics described here are representative of those that must be met by an employee to successfully perform the functions required by this job classification. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the functions of this job classification, on a case-by-case basis.

Frequently stand, walk, or crouch on narrow and/or slippery surfaces; stoop, kneel, bend to pick up or move objects; walk for long distances and on sloped ground and uneven surfaces; move, lift, and carry objects weighing up to 50 pounds; normal manual dexterity and hand-eye coordination; corrected hearing and vision to normal range.

SPECIAL NOTES, LICENSES AND CERTIFICATIONS

Pre-employment: Incumbents must sign the Confidentiality, Non-disclosure, and Non-solicitation Agreement prior to their first day on the job.

License: A valid class C driver's license, which must be maintained throughout employment in this job classification, is required at the time of appointment.

Certifications: Incumbents must maintain the Certified Pesticide Applicator's License.

Language: Though not required, bilingual English and Spanish skills are desirable.

Working Conditions: Work is predominately outdoors, exposed to varying temperatures, weather conditions, and noise levels; exposure to dust, pesticides, herbicides, grease, oils, dust, fumes, and electrical currents.

Background Investigation: Incumbents must have a reputation for honesty and trustworthiness. Misdemeanor and/or felony convictions may be disqualifying depending on type, number, severity, and recency. Prior to appointment, candidates may be subject to a background investigation and/or drug test.

Introductory Period: Incumbents appointed to this job classification serve an introductory period of three months.

KEY PERFORMANCE INDICATORS

The Key Performance Indicators for this position will be specified at the time of appointment.