

JOB DESCRIPTION

Position Title: Turf Technician

Written By: Susan Mertz, Director of Horticulture

Position Reports to (Title): Susan Mertz, Director of Horticulture

Effective Date: January 2023

Department: Horticulture

Exempt/Non-Exempt: Full time, Non-Exempt, Hourly

1. Position Summary

The turf technician is responsible for the overall display, ongoing improvements, and maintenance of the turf at Powell Gardens. The highest quality and execution should be focused on turf care providing visitors to Powell Gardens with a setting for a botanical garden experience. Not an entry-level position, experience operating, basic mechanical maintenance, and following safety protocols while operating lawn maintenance equipment including zero-turn and four-wheel drive mowers is required. Turf, weed, tree and plant knowledge are preferred. The State of Missouri Commercial Pesticide Applicators License is required within 60 days of acceptance of this position. The ability to work independently or part of a team is a must.

2. Essential Functions - Lawn Care Technician

Display

We strive for excellence with horticultural display and impact on visitor experience, emphasizing the quality of collections, materials, function, and design. By maintaining exemplary standards of horticultural care, we reflect this commitment to excellence, ensure the optimal health of our living collections, and create a landscape of enduring beauty giving a positive impact on visitor experience.

- Maintenance of turf in gardens as assigned including zero-turn mowing, four wheel drive mowing, push mowing, edging, and trimming.
- Weekly trimming in the production greenhouse zone.
- Create and implement lawn improvement projects in high impact areas.
- Implement thoughtful strategies for lawn and garden maintenance allowing for the least amount of impact to the visitor experience.
- Maintain a high level of quality, efficiency, and safety.
- Garden maintenance tasks as assigned by Lead Horticulturists.
- Trail improvement projects as assigned by Natural Resources team.

Turf Care and Quality

- Coordinate and communicate with Dave Chastain, Senior Gardener, and Susan Mertz, Director of Horticulture, on lawn care and maintenance.
- Identify grass types, weeds, lawn diseases and pests.
- Apply lawn fertilizer and pesticides.
- Mix chemicals according to directions.

Equipment Care and Maintenance

- Perform basic maintenance tasks including checking and refilling oil and fuel. Inspect and communicate concerns and needs with the maintenance department in a timely manner allowing enough lead time to manage issues.

Seasonal Festivals and Exhibitions

- The horticulture team is an integral part of planning, designing, installing, and tearing down seasonal festivals and annual exhibitions. Participation in meetings, creating designs, hands-on construction, and working festival shifts beyond traditional garden hours may be required.

Volunteers/Interns

- Provide direction and support for all volunteers and interns in your area.

3. Sphere of Responsibility

Supervises:

- Volunteers

4. Internal and External Contacts

Internal: Powell Gardens staff, horticulture department, maintenance department.

External: Visitors, donors, volunteers, board members, contractors, vendors.

5. Consequence of Error

This position is responsible for the turf, hiking areas, and other assigned areas at Powell Gardens. The overall quality and presentation of these areas often provide the visitor with their first impression.

6. Experience/Education

Education	High School Diploma or GED, or AAS in Turf Management or related field.
Experience	Experience with lawn care maintenance and turf improvement
Equipment	Experience operating zero-turn mower, four wheel drive mower, push mower, trimmer, edger, and leaf blower
Knowledge	Turf improvement, experience with treating turf problems and pests. Operate necessary garden equipment and vehicle. Valid driver's license.
Communications	Written and oral communication skills. Timely and organized.
Core Competencies	<p>Action- Oriented Readily takes action on challenges, without unnecessary planning; identifies and seizes new opportunities; displays a can-do attitude in good and bad times; steps up to handle tough issues.</p> <p>Courage Readily tackles tough assignments; faces difficult issues and supports others who do the same; provides direct and actionable feedback; is willing to champion an idea or position despite dissent or political risk.</p> <p>Instills Trust Demonstrates respect of others through honoring commitments; demonstrates fair and ethical behavior with customers and employees; is consistently aware of the shadow he/she casts; gains the confidence and trust of others easily; expresses self in credible and transparent manner.</p> <p>Managing Change & Improvement Measures effectiveness in initiating changes; adapts to necessary changes from old methods when they are no longer practical; identifies new methods and generates improvement in the organization's performance.</p>

	<p>Nimble Learning Learns quickly when facing new situations; experiments to find new solutions; takes on the challenge of unfamiliar tasks; extracts lessons learned from failures and mistakes.</p> <p>Situational Adaptability Picks up on situational cues and adjusts in the moment; readily adapts personal, interpersonal, and leadership behavior; understands that different situations may call for different approaches; can act differently depending on the circumstances.</p>
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7. Physical Requirements/Work Environment

Must be able to lift 40lbs; accomplish strenuous work ongoing basis in various conditions, including extreme heat and cold; must have dexterity and be able to mow and groom the property following safety standards; ability to work evenings, holidays and weekends as required.

Application Process:

Complete online application or email resume and cover letter to Rikki Hays Clawson, rhclawson@powellgardens.org.

Disclaimer Statement:

Every effort has been made to make your job description as complete as possible. However, this position description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other duties requested by their department supervisor.

Accepted By: _____

Date: _____