

CLASS SPECIFICATION

Botanic Technician Trainee

FLSA Status: Covered
Union Representation: Professional and Technical Employees (PTE)

CLASS CODE 30003800 - Generalist

GENERAL PURPOSE

Under general supervision, assists with and learns to perform the full range of natural area restoration tasks under the instruction of Botanic Technician II and Botanic Specialists.

The trainee program is a structured on-the-job training program, typically lasting nine to twelve months, with established work performance measures and goals. Appropriate progress in meeting the established work performance measures and goals and successful completion of the training program is required for continuation in this classification series. Upon successful completion of the generalist training program, trainees may be eligible for appointment as a Botanic Technician I, depending on the availability of vacant positions.

DISTINGUISHING CHARACTERISTICS

Botanic Technician Trainee is the trainee class in the Botanic Technician series. Incumbents are responsible for learning to provide basic assistance to the body of work performed by the Botanic Technician series.

Botanic Technician Trainee is distinguished from the Botanic Technician I, in that incumbents in the latter class apply knowledge of botany, horticulture, trails maintenance and/or resource maintenance to assignments and perform routine support and technical tasks in the implementation of botanic, natural areas, trails and horticultural projects and the former learn to do these tasks in a structured training program.

Botanic Technician Trainee is distinguished from the Botanic Technician II, in that incumbents in the latter class direct and train work teams comprised of seasonal employees, volunteers and nonprofit organizations and ensure availability of project materials and resources, and review and report on results.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Any one position in this class may not perform all the duties listed below, nor do the listed examples of duties include all similar and related duties that may be assigned to this class.

1. Assists with and learns the full range of tasks taken on by the Botanic Technician I in the work of natural area restoration, including tasks requiring the use of hand tools which may include but are not limited to small power equipment, chainsaws, hedge trimmers, pole saws, mowers, power wheelbarrows, and spray equipment.
2. Assists with and learns pruning according to established standards.
3. Assists with and learns plant identification to aid in vegetation management.
4. Assists with and learns off trail work in remote areas; effectively navigates in areas of uneven terrain and extreme weather.

5. Assists with and learns basic mapping skills and keeping accurate and detailed records.
6. Learns basic planting techniques and assists with planting to accomplish natural area restoration.
7. In collaboration with others, determines workflow strategy.
8. Documents work in daily vegetation management records.
9. Communicates with external City bureaus and site-based partner organizations.
10. May interact with the public, including community members living adjacent to urban natural areas and/or park properties.

MINIMUM QUALIFICATIONS

Knowledge of:

1. Outdoor field work.
2. Native and non-native plant identification.

Ability to:

1. Understand and follow written and oral instructions.
2. Engage collaboratively with people from different backgrounds (for example race, ethnicity, gender, sexual orientation, economic situation, religion, and ability).
3. Comply with OSHA regulations and safety policies.
4. Lift and carry up to 50 pounds and work outdoors in all weather conditions; perform physical and strenuous work on uneven terrain.
5. Learn to safely operate hand tools and small power equipment.
6. Effectively and safely navigate and work in remote areas, including off trail work in areas of uneven terrain and extreme weather.
7. Operate a personal computer and learn to use basic software including mapping, word processing, spreadsheet, and database software.
8. Communicate effectively, verbally and in writing.

Training and Experience:

A typical way of obtaining the knowledge, skills and abilities outlined above is graduation from high school, trade school or vocational school, or G.E.D. equivalent; or an equivalent combination of training and experience, including programs such as the Youth Conservation Crew.

Licenses; Certificates; Special Requirements:

A valid state driver's license may be required for certain assignments.

Ability to obtain a chainsaw certification preferred for certain assignments.

Ability to pass a physical capacity test.

Ability to receive a trainee public pesticide applicator license within the duration of the training program.

PHYSICAL AND MENTAL DEMANDS

Work in this class is typically performed in a field environment. Incumbent may be required to negotiate rough terrain and work outdoors in all weather conditions.

Persons with disabilities may be able to perform the essential duties of this class with reasonable accommodation. Reasonable accommodation will be evaluated on an individual basis and depends, in part, on the specific requirements for the job, the limitations related to disability and the ability of the hiring bureau to accommodate the limitation.

CLASS CODE 30003801 – Green Infrastructure Specialty

GENERAL PURPOSE

Under general supervision, assists with and learns to perform the full range of green infrastructure tasks under the instruction of Botanic Technician II and Botanic Specialists. The trainee will learn to apply methods of botanical, horticultural, and natural resource knowledge to green infrastructure technical operations and maintenance practices.

The trainee program is a structured on-the-job training program, typically lasting nine to twelve months, with established work performance measures and goals. Appropriate progress in meeting the established work performance measures and goals and successful completion of the training program is required for continuation in this classification series. Upon successful completion of the green infrastructure training program, trainees will be eligible for appointment as a Botanic Technician I.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Any one position in this class may not perform all the duties listed below, nor do the listed examples of duties include all similar and related duties that may be assigned to this class.

1. Assists with and learns the full range of tasks taken on by the Botanic Technician I in the work of green infrastructure technical operations, including tasks requiring the use of hand tools which may include but are not limited to small power equipment, chainsaws, hedge trimmers, pole saws, mowers, power wheelbarrows, and spray equipment.
2. Assists with and performs maintenance of vegetated stormwater facilities and/or urban natural areas; maintains soil surface grading per design plan; assists with determination of need for repair of structural components of green infrastructure including walls, check dams, inlets and outlet structures.
3. Assists with and learns pruning according to established standards.
4. Assists with and learns plant identification to aid in vegetation management.
5. Assists with and learns how to recommend plant species specific to green infrastructure projects for design plans and repair of green infrastructure vegetation.
6. Assists with and learns how to plant, irrigate, and maintain vegetation in vegetated stormwater facilities and natural areas and remove and control weeds and nuisance plants.
7. Assists with and learns basic mapping skills and keeping accurate and detailed records.
8. Assists with and learns implementation of construction design and planting plans and specifications for green infrastructure projects.
9. Assists with and learns condition assessment inspections of green infrastructure facility components and vegetation; may recommend maintenance and works tasks to achieve optimal facility operation and function.
10. Assists with and learns planning and design for new and rehabilitated green infrastructure projects; assists with and learns to determine the need for rehabilitation or reconstruction of projects; implements repair work as assigned.
11. May respond to emergencies related to mitigation of flooding or spills involving green infrastructure components or related components of green stormwater infrastructure.

12. Assists in and learns how to conduct monitoring and data collection; and how to keep accurate and detailed records using an asset management framework and enters data in asset management database or tracking spreadsheets as assigned.
13. In collaboration with others, determines workflow strategy.
14. Removes illegally dumped debris, sharps, and other biohazards.
15. Communicates with external City bureaus and site-based partner organizations.
16. May interact with the public, including community members living adjacent to green infrastructure assets.

MINIMUM QUALIFICATIONS

Knowledge of:

1. Outdoor field work.
2. Native and non-native plant identification.
3. Common horticultural principles and practices, including planting, irrigation, and plant care.

Ability to:

1. Understand and follow written and oral instructions.
2. Work constructively in a team environment.
3. Lift and carry up to 50 pounds and work outdoors in all weather conditions; perform physical and strenuous work in the right of way or on uneven terrain.
4. Comply with OSHA regulations and safety policies; work safely in roadways with high traffic volumes and in other urban environments with specific hazards, including sharps and biohazards.
5. Engage collaboratively with people from different backgrounds (for example race, ethnicity, gender, sexual orientation, economic situation, religion, and ability)
6. Learn to safely operate hand tools and small power equipment including irrigation pumps, backpack sprayers, and work vehicles (with and without trailers).
7. Operate a personal computer and use basic software including mapping, word processing, spreadsheet, and database software.
8. Communicate effectively, verbally and in writing.

Training and Experience:

A typical way of obtaining the knowledge, skills and abilities outlined above is graduation from high school, trade school or vocational school, or G.E.D. equivalent; or an equivalent combination of training and experience, including programs such as the Youth Conservation Crew.

Licenses; Certificates; Special Requirements:

A valid state driver's license may be required for certain assignments.

Ability to obtain a chainsaw certification preferred for certain assignments.

Ability to pass a physical capacity test.

Ability to receive a trainee public pesticide applicator license within the duration of the training program.

Ability to obtain roadside worker protection and traffic control certifications may be required for certain assignments.

PHYSICAL AND MENTAL DEMANDS

Work in this class is typically performed in a field environment. Incumbent may be required to negotiate

rough terrain and work outdoors in all weather conditions.

Persons with disabilities may be able to perform the essential duties of this class with reasonable accommodation. Reasonable accommodation will be evaluated on an individual basis and depends, in part, on the specific requirements for the job, the limitations related to disability and the ability of the hiring bureau to accommodate the limitation.