

FORESTRY NURSERY ASSISTANT I

This is semi-skilled and manual work in the operation of equipment and the production, packing and grading of seedlings at a Division of Forest Resources nursery facility.

Employees in this class perform a variety of recurring seasonal tasks under the direction of a higher-level nursery worker or forestry technician. In equipment operation, employees operate wheel tractors with attached implements to perform cultural practices in orchards and operate forklifts and bucket trucks to collect and deliver seedling and cones. In the production of seedlings, employees participate in field preparation and tend, harvest, pack and grade seedlings. Detailed assignments are provided daily through informal discussions and work is subject to close review while in progress. Employees may serve as lead worker over seasonal/temporary workers that perform manual and semi-skilled tasks. Work may include the performance of other duties as assigned.

I. DIFFICULTY OF WORK:

Complexity of Work - Employees perform work of limited intricacy involving semi-skilled operation and routine maintenance of equipment; and/or assisting in cultural practices such as weeding, applying pesticides or herbicides, etc.

Variety and Scope - Employees perform work of limited variety and scope. Employees may supervise temporary workers in seedling packing operations.

Control Over Work - Employees received specific instructions on a daily basis as to work assignments. On-site guidance is usually available. Work is closely reviewed while in progress and upon completion.

Judgmental Demands - Employees function within work guidelines established by the supervisor. Employees apply general knowledge of nursery cultural practices, equipment operation or seedling production in everyday tasks.

II. RESPONSIBILITY:

Potential for Loss - Errors in work could potentially lead to orchard or field damage, nursery customer dissatisfaction or equipment failure.

Safety of Others - Potential exists in most areas of work for minor injury to fellow employees.

III. MENTAL AND VISUAL DEMANDS:

Visual Attention - Work requires employees to exercise normal visual attention while completing tasks.

Mental Concentration - Work is generally routine and does not require significant mental concentration.

IV. PHYSICAL EFFORT:

Intensity of Effort - Employees perform tasks which require walking, bending, lifting or standing for long periods. Employee may be required to work in awkward positions, such as on ladders or in bucket trucks.

Frequency and Duration of Effort- Effort is exerted on a regular basis for sustained periods, but generally involves limited strain.

V. WORKER SURROUNDINGS AND HAZARDS:

Worker Surroundings - Employees typically work either in a packing warehouse or outdoors in seedling beds or orchards.

Hazardous Conditions - Employees are commonly exposed to disagreeable elements such as standing for long periods of time; exposure to the elements; exposure to seedling packing machinery; and/or exposure to pesticides and herbicides.

VI. CONTACTS AND COMMUNICATIONS:

Purpose of Contacts - Contacts with supervisors are to clarify daily instructions. Contacts with co-workers or subordinate temporary workers are to coordinate or explain work efforts. Occasional contacts with the general public to explain nursery operations or seedling planting guidelines

Scope of Contacts - Most contacts are with supervisors, co-workers or subordinate temporary workers. Some contacts occur with nursery customers.

VII. RECRUITMENT STANDARDS:

Knowledges: Skills, and Abilities - Some knowledge of silvicultural practices and the tools and techniques employed in the nursery operation. Ability to operate sprayers, cultivators and other equipment commonly used in a nursery. Ability to direct work of temporary staff. Ability to follow oral and written instructions.

Minimum Training and Experience Requirements - Completion of grammar school and one year of experience in agricultural and/or nursery related areas; or an equivalent combination of training and experience.

Special Note - This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class, but may not be applicable to all positions.