

FORESTRY NURSERY ASSISTANT II

This is either limited technical supervision of semi-skilled and manual work or the management of packing operations or orchards at a Division of Forest Resources nursery facility.

Employees in this class perform a variety of recurring seasonal tasks under the direction of a nursery supervisor or forestry technician. As supervisor of grading and packing operations, employees direct, organize and train seasonal and temporary workers, which may include a small staff of permanent employees, in culling, grading, packing and storing seedlings as well as tending to seedling crops. Work includes installing life history plots, collecting field inventory data, monitoring the inventory and storage of seedlings and ordering and maintaining supplies for packing and grading operations. In orchard management, employees supervise and participate in the management of orchards, the harvesting of orchard cones and the semi-skilled operation of equipment. Employees also conduct technical forestry work in orchard establishment such as grafting seedlings, collecting scion material and cross-pollinating trees. In both packing and orchard management, employees participate in interviews of seasonal/temporary employees and maintain records of hours worked. Detailed assignments are provided for research protocol and sales operations; work is subject to close review while in progress. Work may include the performance of other duties as assigned.

I. DIFFICULTY OF WORK:

Complexity of Work - Employees perform work of limited intricacy involving semiskilled operation and routine maintenance of equipment and perform more detailed work in the installation of life history plots or the grafting of seedlings.

Variety and Scope - Employees perform work of moderate variety and scope involving some knowledge of technical forestry and silvicultural practices. Employees usually function as supervisors over a group of temporary workers.

Controls Over Work - Employees receive general instructions on an infrequent basis as to work assignments. On-site guidance is generally available. Work may be reviewed while in progress, but is more often reviewed upon completion.

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

II. RESPONSIBILITY:

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

Safety of Others - Potential exists in most areas of work for minor injury to fellow employees. Employees are responsible for the safety of subordinate employees.

III. MENTAL AND VISUAL DEMANDS:

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

Metal Concentration - Work is generally routine but may require some mental concentration when establishing life history plots, monitoring inventories, grafting seedlings or conducting cross pollination activities.

IV. PHYSICAL EFFORT:

Intensity of Effort - Employees perform tasks which require walking, bending, lifting or standing for long periods. Employees 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 communicate problems or clarify instructions. Contacts with co-workers or subordinate workers are to coordinate, explain or direct work efforts. Packing room supervisors may have frequent 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 - Working knowledge of silvicultural practices and the tools and techniques employed in the nursery operation. Ability to operate sprayers, cultivators, forklifts, packing machinery and other equipment commonly used in a nursery. Ability to direct work of permanent and/or temporary staff. Ability to both communicate and follow oral and written instructions.

Minimum Training and Experience Requirements - High school or General Educational Development diploma and one year of experience in an agricultural or nursery related area; or an equivalent combination of education 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.