

## Job Description

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Job Title: Groundskeeper Supervisor

Job Code: 906172

Job Family: Infrastructure

Pay Grade: JC.15.14

FLSA: Non-Exempt

EEO: Service/Maintenance Workers

Department/Agency: Countywide      Position Number(s): Multiple

Recommended Position Title(s): Grounds Crew Supervisor

The following Core Competencies apply to everyone and are essential to all County jobs:

- Accountability – Follows-up on and meets commitments, takes ownership for work, and possesses a strong ability to stay focused on individual, department, and County results.
- Communication – Clearly and effectively expresses ideas and thoughts (verbally and in writing); listens actively.
- Customer Focus & Public Relations – Builds positive internal and external customer relationships; is committed to customer satisfaction; assumes responsibility for solving customer problems and ensures commitments to customers are met.
- Initiative – Independently acts to resolve problems and provide solutions; seeks out new responsibilities; generates new ideas; practices self-development.
- Safety – Understands and supports safety standards as required by the job; keeps the workplace clean and safe.
- Teamwork – Encourages and facilitates cooperation, pride, and trust among the team; fosters commitment and team spirit; works cooperatively with others to achieve overall goals.

The following Leadership Competencies apply to supervisors, managers, and executives based on designated responsibilities:

- People Management – Clearly defines subordinate roles and responsibilities; motivates employees to perform and delegates work effectively; applies consistent performance standards and handles performance problems decisively and objectively; leads by example.
- Operations Management – **Directs and guides operations in alignment with the County's and department's overall goals and objectives; ensures the execution of efficient processes to maximize the County's and department's resources;** utilizes operational knowledge to make sound decisions.
- Strategic Leadership – Determines the strategic direction of the team or department in alignment with overall county goals; effectively communicates strategies internally and externally; creates a culture to support strategies and provides mechanisms to implement them; fosters buy-in and enthusiasm with employees.

### Essential Duties:

- Supervises, directs, and assists crews in completing assignments; trains new crew members; Coordinates, manages, and oversees snow removal county-wide; consults with designers and planners on projects involving grounds and landscaping; ensures safety standards are met.
- Operates vehicles and powered equipment; completes commercial mowing and snow removal; applies chemicals and spreads fertilizers, herbicides and soil amendments; mulches tree beds, plants trees, and flowers; aerates and seeds landscaping; trims and prunes shrubs and trees; repairs soil erosion; manages turf and chemical applications; oversees irrigation and backflow program for county.
- Performs various tasks requiring equipment, vehicle, and tool operation; uses a variety of small and large tools and operates a variety of light and medium duty equipment and attachments including: tractors, trucks, dump trucks, skid steer loader, water trucks, compact rollers, excavator, power broom, boom truck, and snow removal equipment; performs general and routine maintenance of light and medium duty equipment; changes over from mowing equipment to snow equipment.
- Verifies request for goods and services against County contracts and funding sources; orders goods or services and follows-up/resolves discrepancies and ensures delivery; ensures appropriate routing and approval of purchase requests; completes and submits paperwork, timesheets and equipment logs.

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- Completes and approves paperwork, timesheets, work orders, and equipment logs using computerized system; follows purchasing card guidelines and completes approval process.

### Supervisory Responsibilities:

- Yes  No This position is also responsible for the supervision and leadership of employees, which includes making employment-related decisions and/or recommendations, and formally evaluating performance.

*Duties and responsibilities, as required by business necessity may be added, deleted or changed at any time at the discretion of management, formally or informally, either verbally or in writing. Scheduling and shift assignments and work location may be changed at any time, as required by business necessity.*

### Minimum Job Requirements:

High school diploma or equivalent and five (5) years of related experience are required. One (1) additional year of related experience may substitute for education. **Must pass a thorough criminal history screening and have a valid driver's license** with an acceptable driving record.

*Johnson County Government requires reference/background screening for all positions. Specified criteria may vary by Department/Agency.*

### Preferred Job Requirements:

Vo-Tech or Associate's degree in Horticulture, Golf Course Management, or related field, previous lead/supervisory experience, chemical application license, and/or backflow testing certification are preferred.

### Education/Experience Substitutions:

Yes  No Experience may be substituted for degree.

Yes  No Education may be substituted for experience.

### Physical, Environmental, and Special Working Conditions:

Excessive standing and/or walking: 60%

Exposure to extreme temperatures, fumes and/or chemicals, heights, and loud noises.

Lifting weight: 50lbs.

On call/stand-by work required.

Weather essential: Department Essential

Uniform Required

Travel required: 50% local and 5% outside Johnson County

Wearing of goggles, rubber boots, rubber gloves and other PPE as required.

Position is required to respond to requests for emergency and afterhours work which will require work when the facility is closed (e.g. holiday, weekends, nights). This work will require overtime as needed.

Physical abilities, including mobility, agility, strength, dexterity, balance, coordination, and /or endurance.

All County employees may be called upon to assist other departments/agencies in a declared emergency situation.