

Parks Maintainer – Turf/Irrigation

Competition Number: 23-114 **Work Location:** Waterloo Service Centre
Posting Status: Internal/External **Hourly Rate:** \$31.04 (Class E)*
Number of Positions: 1 **Employment Group:** CUPE 1542
Job Status: Regular, Full-time **Posting Release Date:** February 29, 2024
Hours of Work: 40 hours / week **Posting Closing Date:** March 15, 2024

Why work with us:

The City of Waterloo is a rewarding place to work. Each day, you will support and/or participate in the delivery of services that impact residents of this city, making it a great place to live, work and play for everyone.

Home to two world-class universities, a top-ranked college, a tech ecosystem, entrepreneurs and small businesses, there is a readiness to do things differently in Waterloo. Our vision is to be a leader in sustainability and to build a future-ready community for all. We are committed to workplace wellbeing and providing an inclusive, safe and enjoyable work environment.

For more information about the City of Waterloo's **Strategic Plan, Vision, Values & Guiding Principles**, please click here: [City of Waterloo 2023-2026 Strategic Plan](#).

What we offer:

- Supportive and caring organization that promotes respect, inclusivity, health, safety and wellness;
- Dedication to the organization's commitment for Reconciliation, Equity, Accessibility, Diversity and Inclusion through ongoing training and access to related programs and workshops, opportunities to connect with others around topics of social justice and equity, and opportunities to be involved with the initiatives that guide this corporate journey;
- Certification as a Living Wage Champion;
- Fulsome employer-paid benefits package (extended health and dental care), including paid sick days, long-term disability, life insurance and an Employee and Family Assistance Program;
- Defined Benefit Pension Plan (OMERS) eligibility for all employees;
- Paid vacation and personal days, and the opportunity to bank overtime;
- Substantial internal and external training and development opportunities;
- Opportunities to get involved and give back to the community;
- Employee-wide events, activities, site visits, BBQs, etc.;

- Complimentary FitPass for City of Waterloo employees and family members for leisure, swim, and fitness drop-in programs; and,
- So much more!

What you will do:

Reporting to the Supervisor, Turf and Sports IPM, your primary responsibilities will include, but are not limited to, the following:

- Perform a wide range of administrative, maintenance and operational activities related to Turf/Irrigation
- Plan and organize materials, supplies, and equipment to carry out daily job assignments
- Troubleshoot all irrigation systems and equipment
- Repair all irrigations systems , set up watering programs according to needs of turf and user programs
- Coordinate work with Lead Hand – Parks Operations
- Monitor and evaluate systems, keep accurate records of water usage
- Maintain, operate, troubleshoot, read plans, and repair complex irrigation systems comprised of booster pumps, computer software, computer controlled and manual field satellites, zone and control valves, electric sprinkler heads, in ground piping, filtration systems, and multi-zone stations
- Perform various vegetation control duties, cultural practices and turf renovations in parks
- Identify and provide recommendations to supervisor for all supplementary work required to maintain various turfgrass areas (e.g., turf renovation, maintenance regiment based on target turf composition, irrigation)
- Independently monitor and assess turf conditions and identify maintenance requirements based on understanding of target turf composition and associated maintenance practices, biodiversity, irrigation system and integrated pest management (e.g., insects, disease, nutrient requirements, drainage, wear patterns, etc.)
- Meet with contractors as required and provide appropriate record keeping for but not limited to: field studies, project planning and performed field work
- Safely operate various types of vehicles and equipment(e.g., top dressers, overseeders, loader tractors and implements, mowers, etc.) as required
- Provide frontline customer service to the public and special interests groups
- Maintain a safe work environment by taking necessary precautions and applying safety procedures in accordance with health and safety legislation and City of Waterloo policies
- Communicate and cooperate effectively with others respecting the core values of the Corporation, both internally and externally
- Provide occasional functional guidance to staff on operational activities, equipment, and health and safety related procedures within area of expertise
- Participate in various teams and initiatives
- Participate in winter control operations

What you will bring:

- Two (2) year post-secondary education in Turf Management. Two (2) year post-secondary education in Horticulture, Landscape Management or a related field may be considered.
- Two (2) years of related experience in turfgrass maintenance and irrigation systems, and the operation of related equipment
- 1-3 years of experience involving manual/physical labour and operation power tools, vehicles and/or related equipment operation
- Valid Ontario Integrated Pest Management (IPM) certification for golf courses and specialty turf or equivalent preferred
- Ministry of Environment Landscape Exterminators license **
- Thorough working knowledge of turf operations and procedures, including working knowledge of plant types/varieties, plant growth requirements and pest identification and control measures
- Must have thorough working knowledge of watering programs for sports fields and other landscape areas including the installation and maintenance of such
- A Valid MTO 'G' class driver's license in good standing with driver's abstract acceptable to the City is required to perform the job
- Capable of performing the physical demands of the position, including lifting, climbing and kneeling on a regular basis
- Proven ability to multi-task and make decisions in an ever-changing, fast-paced construction environment
- Proven ability to work cooperatively, efficiently, effectively and fairly with City Staff, the Public and other external agencies
- Basic math and computer skills required and comfort in adopting new technology introduced for the support of operations; demonstrated knowledge of applicable software applications such as Inframap, city maps, Microsoft Outlook is an asset
- Willing and able to work in an outdoor environment and actively participate in daily activities in inclement weather
- Able to work constructively in a team environment or act independently as required exercising good judgment and safe and appropriate maintenance practices and procedures
- Comprehensive working knowledge of the Occupational Health & Safety Act and applicable regulations for horticulture activities (e.g. working from heights, First Aid, traffic control, sharps & biohazards, WHMIS, etc.)
- Experience with winter control operations including plowing, salting, and trackless operation is an asset

What we will require:

- A Police Criminal Record and Judicial Matters Check satisfactory to the City
- Proof of your current and valid certificate(s), licenses and/or educational qualification, if applicable
- Candidate testing may be required as part of the recruitment process

*** Wage Information:** Wage rate is subject to change based on CUPE Job Evaluation. In accordance with Appendix 'A' Wage Schedule, a rate of 5% less than the corresponding full-time rate will apply for any incumbent while serving a probationary period.

****Please note,** candidates without a Landscape Exterminators license with the Ministry of the Environment, Conservation and Parks (MECP), or equivalent, may be considered for this position in the absence of qualified applicants with the license, however will be required to obtain the license within eight (8) months of being posted in the position.

Shift Information: Normal hours of work each week will be Monday to Friday, 7:00 AM to 3:00 PM, but hours of work may be changed dependent on operational requirements.

Be You @ Waterloo (Our Commitment to Diversity, Equity, Inclusion and Belonging):

The City of Waterloo acknowledges that our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples, and is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. The City is dedicated to advancing the organization's commitment to Reconciliation, Equity, Accessibility, Diversity and Inclusion and to reducing barriers to employment opportunities. Applications from members of historically underrepresented groups, including Black, Indigenous, racialized communities, women, persons with disabilities, and members of 2SLGBTQ+ are encouraged for positions at all levels within the organization. Candidates from historically underrepresented groups are encouraged to self-identify in their application.

Accommodations are available throughout all stages of the recruitment process in accordance with the Human Rights Code and other applicable legislation . We encourage applicants to access support(s) that may be needed. To request accommodation during the application process, please email recruitment@waterloo.ca, quoting the position and competition number. Applicants advancing to the next stages of a recruitment process will be provided with additional opportunities to make their needs known.