municipality of cumberland

Job Posting

Gardener (Full-time Seasonal)

The Municipality is currently accepting resumes for a Gardener (Full-time Seasonal). The Gardener position is responsible for the planning, planting, maintenance, and care for gardens placed on municipal property or as assigned by their supervisor. The care of annual and perennial flowers, shrubs, trees will be within the Gardener's job. The Gardener will assist with community beautification projects and community garden beds as needed. This is a unionized position.

Please visit our website at www.cumberlandcounty.ns.ca for a detailed description and pay scale.

Deadline for resumes is Wednesday, August 9, 2023 at 2:00 pm.

Please forward your resumes to:

Municipality of the County of Cumberland
Kellie Seaman, Human Resources Generalist
1395 Blair Lake Rd
Upper Nappan NS B4H 3Y4

kseaman@cumberlandcounty.ns.ca

*Clearly mark your resume "Gardener (Full-time Seasonal)"

MUNICIPALITY OF THE COUNTY OF CUMBERLAND

Position Description

Gardener (Full-time Seasonal)

Recreation and Community Services

Overview

The Gardener position is responsible for the planning, planting, maintenance, and care for gardens placed on municipal property or as assigned by their supervisor. The care of annual and perennial flowers, shrubs, trees will be within the Gardener's job. The Gardener will assist with community beautification projects and community garden beds as needed. This is a unionized position.

This position reports to the Manager of Recreation.

Behavioural Competencies

Behavioural competencies are how we behave, act, and think in the workplace. They are attained through formal and informal education and training, life and work experiences, and in our relationships. The core competencies required by this position include:

Teamwork Customer Service Flexibility

Key Outcomes and Responsibilities

Health and Safety – work with others inside and outside the team to create effective health and safety plans

- Use the work plan, and safe work procedures, and systems that will ensure team and public safety;
- Work with colleagues to create a safety plan for site and project work as well as the regular duties of the team, to ensure protection of health, and the staff work collaboratively to activate the plan;
- Work in consultation with supervisors and management to select and use tools and equipment that meet the safety, cost, effectiveness and operational needs suitable for the work undertaken by the team.

Technical services and customer responsibility – As part of the municipal team, the Gardener apply and develop the skills necessary to maintain the community gardens in a cost efficient and effective manner that meets the technical and customer services standards of the Municipality.

- Water the plants at an appropriate frequency to maintain health;
- Act as a community liaison/community ambassador for visitors;
- Maintain a positive outlook when dealing with visitors; and
- Prune and maintain plants.

People Leadership, Communication and Management – by active participation as an individual, create a strong team that collaborates with others and supports municipal services, directions, and strategy.

- Maintain and observe all team, department and organizational standards as assigned, or arises from duties in regards to effective people management practices;
- Execute work in a safe manner in accordance with organizational and other legislated policies, procedures, regulations, guidelines and/or standards; and
- Use human resource tools and systems such as policies and procedures, professional development plans, coaching, and position descriptions to create an effective and focused team.

Qualifications

Grade 12 or demonstrated equivalent experience.

Criminal Record Check and must be prepared to undertake a medical examination.

Must possess driver's license that is valid in Nova Scotia.

Must be willing to perform physical labour outdoors in a variety of weather conditions.

Must be willing to wear personal protective equipment.

Occupational Health and Safety courses in WHMIS and first aid (or willing to obtain within 12 months or as training available).

Terms and Conditions of Employment

The Municipality has an approved salary scale for this position. Placement and incremental increases on this scale are based on qualifications, experience and demonstrated ability to perform the responsibilities of this position.

Hourly Rate: $17.81 (the hourly rate will be reviewed in 2024)

The Municipality's *Personnel Policy* should be referred to for additional information regarding conditions of employment.