

	Position Title	<b>Groundskeeper/General Maintenance</b>
	Department/Status	Maintenance/FT Non-Exempt
	Reports to	Construction Manager
	Revision Date	June 2022
	Salary Range	\$24,253 - \$35,616

**POSITION OVERVIEW**

This position is responsible for general maintenance, unit renovation and the Wimberly Center for Community Development groundskeeping.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

The statements contained here reflect general details as necessary to describe the principal functions of this job, the level of knowledge and skill typically required and the scope of responsibility, but should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned including work in other functional areas to cover absences or relief, to equalize peak work periods or otherwise balance the work load. The functions listed are also examples of duties that may be required and in no way imply a contractual agreement between the employer and employee or affect the at-will relationship between the parties.

- Performs tasks common to the care of grounds of the Wimberly Center for Community Development, e.g., mowing, weeding, seeding, watering, trimming, edging, mulching, fertilizing, and applying chemicals used in groundskeeping (horticulture, turf management, and floriculture) and provide proper documentation, e.g., logs, records and dates.
- Support the Program Manager in maintaining the community farm to include setting up, adjusting, repairing, and cleaning irrigation systems.
- Ensure grounds and building maintenance equipment are operational by performing routine and preventative maintenance and cleaning of tools, equipment and machines within reasonable capabilities.
- Support the Construction Manager in the vacant unit turnaround function and ensure units are ready for re-occupancy as quickly as possible to include physical work related to vacancy preparation.
- Empty vacant units and clean appliances, walls, cabinets, ceilings, tile, etc. to include procedures required in each unit, e.g., strip and wax tile surfaces, painting, and pressure washing.
- Manage and organize assigned work orders efficiently ensuring that all work orders are completed in a timely manner, in accordance with WHA policy and procedures.
- Requisition and document appropriate parts and materials for assigned work in accordance with the Authority’s procurement policy and/or materials management procedures.

**SUPERVISORY RESPONSIBILITIES**

This position has no supervisory responsibilities.

### **REQUIRED KNOWLEDGE, SKILLS AND ABILITIES**

- High school diploma or general education degree (GED), two years lawn care experience and any combination of education, training, and experience that provides the required knowledge and abilities.
- Successful completion of the Lead Renovator Certification course within one year of hire.
- Knowledge of the vision, mission, and purposes of the Authority as established by the Board of Commissioners and the Executive Director.
- Knowledge of occupational hazards and safety measures.
- Ability to drive a company vehicle; therefore, the incumbent must successfully complete a motor vehicle history check, possess and maintain a current, valid driver's license in their state of residence, be determined to be position qualified and self-report convictions.
- Knowledge of the use and proper disposal of chemicals used in groundskeeping (horticulture, turf management, and floriculture) is preferred.

### **MINIMUM QUALIFICATIONS REQUIRED**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. To perform the essential job functions, the following minimum qualifications or standards are required:

- Language Skills – Ability to read, analyze and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, draft correspondence, and interpret procedure manuals. Ability to effectively present information and respond to questions from groups of managers, residents, partners, vendors, contractors, staff and the general public.
- Mathematical Skills – Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret graphs.
- Reasoning Ability – Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.
- Computer Skills – To perform this job successfully, an individual should have proficient knowledge of Scott Accounting and Microsoft Office software, particularly Outlook, Word, and Excel.
- Physical Demands – The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. the employee is regularly required to sit; reach with hands and arms; stand; walk; climb or balance; stoop, kneel, crouch, or crawl and taste or smell. The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 65 pounds.

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- While performing the duties of this job the employee is regularly required to sit; reach with hands and arms; stand; walk; climb or balance; stoop, kneel, crouch, or crawl and smell.
- The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 65 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
- **Work Environment** – The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.
  - The employee is regularly exposed to wet and/or humid conditions, outside weather conditions, dust, extreme cold, extreme heat, and moving mechanical parts. The employee is occasionally exposed to work in high, precarious places, fumes or airborne particles, toxic or caustic chemicals, risk of electrical shock, and vibration.
  - Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
  - Possess strength, manual dexterity, and physicality to lift and use a variety of tools and equipment.
  - Ability to perform physical activity for extended periods of time; perform physical activity outside in hot weather; perform physical activity outside in cold weather; perform physical activity inside in hot conditions; perform physical activity inside in cold conditions.
  - Ability to occasionally work in less-than-ideal conditions; (e.g., noise, high traffic areas, rough terrain, and undeveloped areas) and access all areas of a property including the attic, basement, or crawl space. The noise level in the work environment is usually moderate to loud.
  - Ability to wear personal protective equipment, such as gloves or masks.
  - Are sometimes exposed to contaminants, such as cleaning solutions.
  - May be exposed to diseases and infections.

## **COMPETENCIES**

To perform the job successfully, an individual should demonstrate the following competencies:

- **Problem Solving** – Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.
- **Customer Service** – Manages difficult or emotional customer situations; Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance; Meets commitments.
- **Interpersonal Skills** – Focuses on solving conflict, not blaming; Maintains confidentiality; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and tries new things.

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- Oral Communication – Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions. Demonstrates group presentation skills; Participates in meetings.
- Written Communication – Writes clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.
- Teamwork – Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.
- Change Management – Develops workable implementation plans; Communicates changes effectively; Builds commitment and overcomes resistance; Prepares and supports those affected by change; Monitors transition and evaluates results.
- Delegation – Delegates work assignments; Matches the responsibility to the person; Gives authority to work independently; Sets expectations and monitors delegated activities; Provides recognition for results.
- Leadership – Exhibits confidence in self and others; Inspires and motivates others to perform well; Effectively influences actions and opinions of others; Accepts feedback from others; Gives appropriate recognition to others.
- Managing People – Includes staff in planning, decision-making, facilitating and process improvement; Takes responsibility for subordinates' activities; Makes oneself available to staff; Provides regular performance feedback; Develops subordinates' skills and encourages growth; Solicits and applies customer feedback (internal and external); Fosters quality focus in others; Improves processes, products and services; Continually works to improve supervisory skills.
- Quality Management – Looks for ways to improve and promote quality; Demonstrates accuracy and thoroughness.
- Business Acumen – Understands business implications of decisions; Displays orientation to profitability; Demonstrates knowledge of market and competition; Aligns work with strategic goals.
- Cost Consciousness – Works within approved budget; Develops and implements cost saving measures; Contributes to profits and revenue; Conserves organizational resources.
- Diversity – Demonstrates knowledge of EEO policy; Shows respect and sensitivity for cultural differences; Educates others on the value of diversity; Promotes a harassment-free environment; Builds a diverse workforce.
- Ethics – Treats people with respect; Keeps commitments; Works with integrity and ethically; Upholds organizational values.
- Organizational Support – Follows policies and procedures; Completes administrative tasks correctly and on time; Supports organization's goals and values; Benefits organization through outside activities; Supports affirmative action and respects diversity.

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- Strategic Thinking – Develops strategies to achieve organizational goals; Understands organization's strengths & weaknesses; Analyzes market and competition; Identifies external threats and opportunities; Adapts strategy to changing conditions.
- Judgement – Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.
- Planning/Organizing – Prioritizes and plans work activities; Uses time efficiently; Plans for additional resources; Sets goals and objectives; Organizes or schedules other people and their tasks; Develops realistic action plans.
- Professionalism – Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.
- Quality – Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality.
- Quantity – Completes work in timely manner; Works quickly.
- Adaptability – Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.
- Attendance/Punctuality – Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.
- Dependability – Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals.
- Initiative – Takes independent actions and calculated risks; Looks for and takes advantage of opportunities.
- Innovation – Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.

**I have received a copy of my job description and understand I am responsible for ensuring that I am able to perform the functions assigned to me in a safe manner according to all laws, agency rules, policies and procedures.**

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Employee Signature

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Date

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Employer Signature

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Date