

Grower

DEFINITION

This is horticultural work in a greenhouse, conservatory, atrium or other interior environment.

Work of this class requires the application of knowledge and skills attained through formal training and experience within the specialized field of greenhouse/conservatory horticulture. The major responsibility involves the care of a wide variety of plants including floral, foliage, bedding, and exotic plant materials. Employees develop plant production and maintenance schedules. Employees are also required to develop plans and to implement plant displays.

Assignments are received in the form of oral and written instructions, and the work is evaluated through observations and analysis of results achieved. Employees are expected to identify problems related to plants assigned and then develop and implement solutions. Duties include limited facility maintenance and custodial tasks. Supervision may be exercised over a group of labourers.

TYPICAL DUTIES*

Develops, reviews, verifies and implements plant production and culture/programs for a wide selection of plants (floral, foliage, bedding and exotic materials) including method of propagation, recommended medium, temperature, humidity and light requirements, probable pest problems, recommended biological, environmental and chemical control measures and programs.

Recommends and prepares orders for materials and supplies required.

Prepares media such as sterilizing soil, mixing soil, and soil modifiers and additives as necessary.

Propagates, plants, pots, transplants, cultivates, pinches, disbuds, cleans, shapes, waters and mists plants.

Provides assistance and support to other growers/labourers on a mentoring basis.

Maintains nutritional programs for plant material; takes and submits soil samples for analysis; monitors plant health and development and identifies nutrient deficiencies; makes recommendations regarding plant nutrition; mixes and applies fertilizers; maintains fertilizer equipment.

Maintains pest control and sanitation program; monitors plant material for infestation and identifies pests and diseases; provides and implements approved recommendations for environmental, biological, and chemical control agents; and maintains appropriate records.

Participates in the coordination of the distribution process of horticultural product.

Ensures a high quality of product.

Monitors crop quality and development and ensures the provision of the required cultural environment through observation and the use of Direct Digital Control System; develops strategies to resolve problems.

Develops and designs both routine and more complex display plans, including layout, plant types, quantities, specifications, design and use of appropriate props, water features and other interest items; recommends materials and requirements to be purchased; presents plans for further input and approval; assists with the construction of props as required; acts as a project manager to implement displays.

Identifies problems and hazards, taking appropriate steps to resolve problems related to safety, security and maintenance of equipment and facilities.

Performs related work as required.

KNOWLEDGE, ABILITIES AND SKILLS

Knowledge of horticultural methods, procedures, materials, tools and equipment used in the production and maintenance of conservatory and greenhouse plant crops and materials.

Ability to understand plant cultural needs, identify associated problems and develop recommendations to resolve them.

Ability to research plant cultural needs and to produce detailed production and maintenance schedules/programs.

Ability to understand and effectively execute oral and written instructions.

Skilled in the use of materials, tools and equipment applicable to the work.

Skill in time and organizational management.

TRAINING AND EXPERIENCE REQUIREMENTS

Job Level

Progression is subject to the attainment of satisfactory performance as determined by the City.

Entry Level: Completion of high school supplemented by two accredited horticultural courses from a recognized Horticultural Post Secondary Institution. One course must cover introductory concepts of plant structures, plant identification and soil science. The second course must be in the area of plant culture, care and maintenance. A minimum of two years of greenhouse/horticultural experience is required. Possession of a valid Class 5 Motor Vehicle Operators License.

Progression to 2nd Level: completion of at least 2080 additional hours of experience supplemented by 2 additional accredited courses (Greenhouse Management and Crop Production), 1 internal training and development opportunity.

Progression to 3rd Level: completion of at least 2080 additional hours of experience supplemented by 2 additional accredited courses (Pesticide Applicators Course and Plant Culture, Care and Maintenance), and 1 internal training and development opportunity.

Progression Thereafter: completion of at least 2080 additional hours of experience supplemented by 2 additional accredited specialized courses (e.g. Specific Crop and Advanced Greenhouse/Conservatory Operations), and 1 internal training and development opportunity.

** This is a class specification and not an individualized job description. A class specification represents and defines the general character, scope of duties and responsibilities of all positions within a specific job classification. It is not intended to describe nor does it necessarily list the essential job functions for a specific position in a classification. Positions may perform some of the duties listed above but this does not necessarily qualify for placement into this classification.*

Salary Plan	<u>10M</u>	<u>10A</u>	<u>10B</u>	<u>10C</u>
Job Code	1429			

Last Updated:
 Previous Updates:
 Originated: 2001-11