



General Summary of Classification:

Serves as a crew leader, part of work crew, and/or independently focusing on tree care operations within assigned or tasked sites throughout the County. Utilizes a broad variety of tools and equipment to a high degree of proficiency. Handles complex assignments, working in extreme weather and traffic conditions as needed; performs other duties as assigned.

Examples of Primary Tasks, Duties and Responsibilities (TDR):

NOTE: This is not a job description. The following examples are intended to be illustrative of the nature and scope of TDR that are typically assigned to positions in this job classification. Examples below are not all comprehensive. Actual assigned TDR may vary based on operational needs.

- Working as part of a team to inspect, plan, prioritize, and review all daily tree care operations and programs.
- Respond to tree service requests, including assessing tree sites, prescribing and carrying out any necessary mitigation work.
- Manage pruning or removal of select trees, operating chainsaws and woodchippers as needed.
- Carry out arboricultural work operations such as operating aerial lift, brush chipper and chainsaw for pruning, removals, fertilizing, cabling, and other necessary related work tasks as assigned for trees and other woody plants.
- Ensure arboricultural work operations comply to industry, organizational, and governmental safety standards.
- Provide technical service and advice to inter-departmental staff as needed.
- Visually identify tree conditions requiring more detailed assessment & perform inspections using advanced diagnostic tools.
- Identify and monitor trees for pests, diseases, and decay impacting canopy, base, and/or root structures and participate in developing strategies for implementation of Integrated Pest Management treatments for related pest and disease issues.
- Choose & prepare sites for tree plantings, guide species selections, supervise planting operations, & track successful establishment.
- Monitor the health of trees and perform or prescribe mechanical or chemical applications for plant health care needs.
- Conduct periodic surveys of County parks; identify and record tree species, site information, and any measurements and updates to maintain an up-to-date tree inventory using associated technologies and software.
- Work with supervisor to develop, plan and review annual work plans, tree care policies and procedural documents.
- Lead direction, consultation, communication, and selection of supporting contract work on significant site mitigation efforts.
- Plant and transplant woody plants to include hole preparation, backfilling, staking, pruning, watering, and mulching.
- May lead, guide, and train staff/student employees, interns, and/or volunteers performing related work; may participate in the recruitment of volunteers, as appropriate to the area of operation.
- Identify potentially hazardous trees and other tree-related problems.

Knowledge, Skills, and Abilities (KSA) Typically Required:

- **Occupation-specific/Technical:** Extensive working knowledge of tree care, tree maintenance, and general landscaping; ability to safely and efficiently operate, maneuver and manipulate a wider variety of hand, power, pneumatic, hydraulic gas and electric tools and equipment specific to assigned tasks with a consistently high degree of proficiency and precision and with constant attention to safety to prevent accidents and damage; advanced working knowledge of the hazards in physically demanding work and of necessary safety precautions; ability to work safely in all types of weather, traffic and worksite conditions.
- **Interpersonal, Communication and Customer Service:** Excellent written and oral communication skills used to coordinate with department staff, contracted personnel, and the County's diverse citizen populations using non-technical language to provide excellent customer service, explain reports containing essential information, and share information on tree care operations.
- **Decision-making and Authority:** Ability to understand and follow complex instructions, policies and data, including federal regulations; makes sound decisions independently, appropriately involving supervisor as needed; excellent organization skills with the demonstrated ability to plan and execute assigned work effectively to successfully complete assigned tasks accurately and in a timely manner within established deadlines; ability to plan, organize, and conduct meetings or training sessions.
- **Leadership:** Non-supervisory. Serves as crew leader and as part of a team; excellent training and collaboration skills.
- **Environment:** Works indoors and outdoors; may work in various locations based on assigned duties.
- **Physical:** Visual and hearing acuity sufficient to interact with a diverse audience of citizens. Physical ability sufficient to perform assigned duties in an office environment & various duty-related locations under all types of worksite, traffic, & weather conditions.

Minimum Education and Experience:

Education: Graduation from high school supplemented by relevant college or other relevant secondary coursework or training; prefer a 2- or 4-year college degree in relevant field (Forestry, Horticulture, Environmental Science, etc.).

Experience: Seven (7) years of relevant experience.

OR: Any equivalent combination of experience and training which provides the necessary knowledge, skills, and abilities.

Other Requirements (License, Certifications, Training, etc.):

- Valid Virginia Driver's License.
- Successful completion of NIMS ICS 700 with additional relevant NIMS ICS training courses required.
- Criminal history record check & fingerprinting of all employees in authorized and hourly safety sensitive positions.
- Ability to attain a valid Commercial Driver's License (CDL) within one year of hire date.
- ISA Certified Arborist or equivalent certification within one year of hire.
- Ability to attain 3A and 3B pesticide applicator licenses within six months of hire date.