

CASSIA COUNTY

FULL TIME JOB DESCRIPTION

JOB TITLE: Noxious Weed Control Technician
REPORTS TO: Michael T. Ottley
DEPARTMENT: County Noxious Weed Control
LAST UPDATE: October 2022

JOB SUMMARY:

Performs herbicide and pesticide applications, repairs and maintains vehicles and spraying equipment and provides working supervision and training of seasonal Weed Control Field Assistants. Much of the work performed by an employee in this class includes mechanical repair and fabrication of equipment as well as field work in the identification and eradication of noxious weeds and invasive species. As a lead worker, this position assists the Weed Control Superintendent to discuss, plan and coordinate department goals, objectives and training of staff. The work is performed under the supervision of the Weed Control Superintendent with some latitude granted for the exercise of independent judgment and initiative. The principal duties of this class are performed in an equipment shop environment and outdoors in all weather conditions. Ability to drive a vehicle, including 4-wheel drive with trailer and ATVs\RTVs is required. Ability to ride and pack mules/horses in mountain terrain. The incumbent is exposed to hazards involving the use of spraying equipment and hazardous chemicals.

NATURE & SCOPE:

Works with other agencies, (BLM & Forest Service, etc.) and private landowners to eradicate the noxious weeds and invasive species under the direction of the County Noxious Weed Supervisor.

ESSENTIAL JOB FUNCTIONS:

ESSENTIAL DUTIES AND RESPONSIBILITIES (illustrative only and may vary by assignment)

- Assists to survey County in search of noxious weeds and invasive species, including plotting and mapping problem sites and communicating with landowners regarding regulations pertaining to weed control;
- Performs chemical, mechanical and/or biological control treatments;
- Maintains equipment and maintenance records to ensure safe working conditions;
- Fabricates equipment and configures ATV's and related equipment for more efficient use; attaches motors, tanks, additional boxes and makes other design changes for efficiency purposes;
- Trains employees to ride safely and productively;
- Calculates chemical application concentrations and rates per acre and mixes chemicals based on correct proportions for the job;
- Operates motor vehicle with spraying equipment to perform safe application of herbicides and pesticides after assessing environmental and other conditions;

- Able to ride, pack and spray from Mules or horseback.
- Assists with recording services to property owners noting extent of spraying operation, fees to be charged and prepares and submits daily reports to Superintendent;
- Completes daily spray records and related paperwork;
- Investigates and responds to weed complaints;
- Monitors weed treatment areas; uses GPS to map weed infestation and treated areas;
- Assists with training and supervision of regular and seasonal applicators;
- Serves as lead worker to respond to questions or unusual situations in the field;
- Enforces policies for weed control;
- Educates the public on noxious weeds and invasive species;
- Assist in developing and organizing educational programs on weed prevention, weed identification, and chemical control;
- Collects data and prepares reports;
- Provides weed identification to the public;
- Coordinates weed control efforts with a variety of agencies;
- Communicates and coordinates regularly with appropriate co-workers to maximize the effectiveness and efficiency of interdepartmental operations and activities;
- Work with agencies and organizations to achieve cooperative efforts related to the control of weed; obtain necessary permits required by law;
- Basic mechanical skills
- Maintains strict confidentiality in all cases;
- Interacts with County employees, customers, visitors and the general public effectively and professionally.

SECONDARY DUTIES AND RESPONSIBILITIES:

- Attends meetings and training seminars to maintain Professional Applicator's License;
- Maintains a clean shop area;
- Stays abreast of new invaders and latest weed prevention techniques;
- Performs other duties as assigned.
- Attends meetings and training.

CLASSIFICATION REQUIREMENTS:

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty and be successful in the position.

Knowledge of:

- State noxious weeds and invasive species;
- Applicable regulations and policies regarding safe work practices in the application and disposal of herbicides and pesticides;
- EPA guidelines and regulations;
- General repair, maintenance and fabrication of vehicles and equipment;
- County geography and GPS mapping;
- Reading standard maps.
- Customer service skills including handling potentially hostile confrontations;
- Supervisory practices and procedures;

- Standard office equipment including personal computer and job-related software, two-way radio, and cell phone;
- Safe operation of basic welding, power and hand tools;
- Safe and correct operation of a four wheel drive vehicle and spraying equipment.

Skill and Ability to:

- Train and supervise personnel in the safe operation of spraying equipment and chemical mixing;
- Operate a motor vehicle, including four wheel drive trucks with equipment and livestock trailers, manual transmission; in mountain road areas.
- Operate an ATV/RTV in extreme offroad conditions with spray equipment, with appropriate approved training;
- Operate, adjust, and monitor spraying equipment;
- Operate a drone for surveillance and monitoring;
- Operate a drone for herbicide applications;
- Experience riding a horse/mule with pack horse/mule while spraying;
- Maintain spraying records, logs, and documentation;
- Conduct weed treatment and experimental eradication programs;
- Identify weeds and invasive species on the State Noxious Weed List, also native plants;
- Educate public regarding Weed control programs;
- Perform mechanical repair and maintenance on vehicles and fabrication of equipment;
- Perform basic mathematical computations in determining percentages for chemical concentrations;
- Adapt to changing priorities and work with numerous interruptions, switching from one job to another without difficulty;
- Have and Maintain a Idaho Professional Applicators license through recertification;
- Develop and maintain effective working relationships with County employees, elected and appointed officials, and the public;
- Work in a potentially hazardous environment;
- Work long hours in extreme weather condition, hot and cold;
- Perform a variety of physical activities involving muscular strain, such as walking, standing, stooping, sitting, hiking, backpacking, lifting and reaching;
- Respond to the public over the phone or in person in a tactful, pleasant, and courteous manner;
 - Speak clearly and communicate accurate information to others.
 - Use English to communicate effectively with others.
 - Proficiently operate computers, software programs, such as ESRI ArcGIS, Microsoft Word, Excel, PowerPoint, or similar office software to create documents and other materials, maintain information, and generate reports.
- Listen carefully to, understand, and effectively communicate through oral, written, and interpersonal communication channels.
- Follow verbal and written instructions.
- Work independently and exercise initiative, with general guidance and supervision.
- Use good judgment to make sound and reasonable decisions and problem-solving skills to respond to customer service needs in accordance with laws, ordinances, regulations and established policies.

- Maintain a professional demeanor at all times;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Demonstrate integrity and ingenuity the performance of assigned tasks and solving problems;
- Perform all duties in accordance with County policies and procedures with regard for personal safety and that of other employees and the public.
- Maintain confidentiality.

ACCEPTABLE EXPERIENCE AND TRAINING:

- High school diploma or GED equivalency is required, and
- Two (2) years related work experience in weed control or similar work providing knowledge of pesticides/herbicides for weed control is preferred; and
- Valid Driver's License;
- Experience in the basic repair and maintenance of vehicles; and
- An Professional Applicator's License is required; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.
- Must successfully pass background investigation relevant to the position and remain in good standing for the duration of employment with the County.

PHYSICAL DEMANDS & WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, the employee is frequently required to stand, sit, ride horses\ mules, 4wheelers, move about in irregular terrain, drive, use hands to keyboard or type, handle chemicals, materials, tools, spray equipment, or manipulate papers and files. Work long hours. The employee often lifts and/or moves up to 50 pounds and is regularly required to perform strenuous physical activity. Specific vision abilities required by this classification include close and distance vision to perform field work and office work. Sufficient clarity of speech and hearing abilities required by this classification include those which permit the employee to discern verbal communication and communicate effectively in person and by telephone including sometimes in difficult and adversarial circumstances. While performing the duties of this classification, the employee works in a maintenance shop setting where the noise level in the work environment is usually moderate and in an outdoor setting in all weather conditions performing field work in backcountry locations.