

# Container Production Crew Member

## Position Summary

With the guidance of the Production Division Manager/ Foreman, the crew member is responsible for proper care of container grown nursery stock, including but not limited to potting, watering, weeding, spacing, pruning, and protecting plants from inclement weather as directed by production manager. Also responsible to assist in loading and unloading of all nursery products, and execution of all other production jobs. The production crew member reports directly to the Production Division Manager/ Foreman.

## Regularly Assigned Duties & Responsibilities

### PRIMARY DUTIES

1. To gain a thorough working knowledge of the plant material.
2. To follow the direction of the Production Manager/ Foreman.
3. To maintain professional conduct and appearance at all times.
4. To work in all aspects of the job in a safe and efficient manner and to report any problems to the Production Manager/ Foreman.
5. To be available to work Monday through Saturday and be flexible with hours worked as required by seasonal schedules and weather conditions.
6. To assist in proper potting, trimming, spacing, watering, and overall care of plant material.
7. To assist in maintaining the cleanliness of vehicles, tools, job sites, and designated production areas.
8. Any other duties as assigned by Production Manager/ Foreman.

### SECONDARY DUTIES:

1. Assist in everyday operation of the production division.
  - a. Pot bare root stock for retail stores.
  - b. Unload trucks arriving with new stock.
  - c. Digging of nursery stock.
  - d. Make deliveries of merchandise sold.
  - e. Load customer's purchases.
2. Equipment maintenance and snow removal.

## Independent Decision Making Requirements

1. Ability to reflect a positive attitude toward fellow workers and customers.
2. Work at a productive rate.
3. Be able to adjust schedules according to equipment availability, weather, personnel, or other resource variations.

## Sources of Guidance Available

1. Production Manager/ Foreman training and special on the job assistance.
2. Special seminars and training sessions for product and personal skill development.

## Job Requirements

1. Ability to operate, repair, and maintain production equipment
2. Have a valid driver license and be able to drive large trucks (standard & automatic transmission).
3. Ability to repeatedly lift at least 100 lbs. using proper lift techniques
4. Have good communication skills and ability to direct others.

5. Be able to evaluate priorities of job routines

**Necessary Experience**

1. Have some experience and understanding of plants and their maintenance.
2. Be able to work in a team environment.

**Normal Job Environment**

1. Excessive noise from power equipment, saws, etc. (personal protective equipment available).
2. Extreme temperature conditions according to outside weather conditions.
3. Exposure to chemicals and insecticides.

**Physical Effort Required**

1. Heavy repeated lifting required.
2. Repeated stooping, climbing, bending, reaching required.

**Employee may be assigned other duties by store manager or department manager, at other times when their department or job is not operating or during down season.**

**This job description is intended to serve as a guide to overall job assignments and as a tool to be used in establishing a sound rate of pay for work performed.**

**It should be borne in mind that a certain amount of overlapping of duties between jobs is necessary if complete departmental efficiency is to be attained. If therefore, because of the necessary overlapping, an employee in another job classification is asked to perform certain duties, listed in this job classification, it should not necessarily be construed to mean he/she is performing this overall job.**