



## **Internal/External Job Posting**

### **Full Time Bargaining Unit Position**

### **Arborist II**

Grand River Conservation Authority (GRCA) has an international reputation for excellence in managing the natural resources of the largest inland river system in southern Ontario. Encompassing approximately 6,800 square kilometres, the Grand River watershed has a population of almost one million people in 39 municipalities and two First Nations. Designated as a Canadian Heritage River, the Grand River and its major tributaries boast many outstanding human heritage features and excellent recreational opportunities. The GRCA is committed to environmental protection by delivering services that ensure the well-being of the environment and its inhabitants.

#### **General Accountabilities**

The Arborist II reports to the Superintendent of Arboriculture and works with the rest of the Arboriculture Department to identify and mitigate tree risk on Authority lands.

#### **Specific Accountabilities**

1. Assist with tree risk mitigation utilizing recognized arboricultural practice on Authority lands. This involves working with other GRCA staff and outside contractors.
2. Perform level 1 and level 2 Assessments of trees on Authority lands.
3. Provide administrative support to the Superintendent of Arboriculture relating to equipment, work records and tree inventory.
4. Climb, prune, and remove trees on Authority lands.
5. Operate and perform minor repairs on equipment (i.e. chainsaws, tractor, skid steer, chipper).
6. Coordinate staff involve with tree maintenance on Authority lands.
7. Participate in and undertake special projects and jobs as required.

#### **Technical Accountabilities**

1. College diploma in a related field, with a minimum of three years arborist experience.
2. Must be able to attain valid "D" Ontario driver's licence with a clean record. "A Restricted" Ontario driver's license with a clean record and have the ability to operate trucks and trailers up to 11,000 kg GVW considered an asset.
3. Demonstrated interpersonal and communication skills.
4. I.S.A. Certified Arborist and/or recognized Ontario equivalent. TRAQ Qualification or equivalent considered to be an asset.
5. Must be able to demonstrate the ability to perform all duties related to arboricultural practices, including but not limited to tree climbing, identification, pruning, removal of hazardous trees.

6. Ability to drive, operate, inspect and perform minor maintenance of various equipment such as a chip truck, chipper, chainsaws, motorized pole saws and other equipment and hand tools.
7. Able to work outdoors in all weather conditions.
8. First Aid/CPR training.
9. In-depth knowledge of safety equipment, regulations and techniques required to perform arboricultural activities safely.
10. Proficiency in Microsoft Office.

## **Competencies and Abilities**

### **Professional Judgement**

Sound judgment in approaching tree risk mitigation. Sound judgment resulting in fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations. Ability to carry out skillful negotiations and interest based conflict resolution. Managing emergencies decisively and effectively striving for minimal cost and disruption to individuals and operations. Recognize when to escalate appropriate situations to the next higher level of expertise

### **Integrity/Ethics**

The willingness to hold oneself accountable for acting in ways that are consistent with stated values, principles and professional standards. Maintaining impartiality, objectivity and fairness when dealing with employees, consultants, contractors, stakeholders and other agencies. Maintains a calm and professional attitude in the face of change, stressful situations and challenges. A high level of personal and professional excellence including the ability to align personal and organizational values.

### **Goal/Action Oriented**

Does not shy away from challenges and seldom gives up, especially in the face of resistance, setbacks or change. Seizes opportunities; takes initiative and is self-motivated. Maintains high level of productivity and self-direction. Effective problem solving, collaboration, negotiation and facilitation skills

### **Team Work**

Interacts with people respectfully and effectively as part of a team. Able and willing to share and receive information. Exceptional communications skills are required for working with internal teams to achieve mutually beneficial outcomes and to provide support to other programs within GRCA.

### **Customer Focus**

Dedicated to meeting the expectations and requirements of internal and external customers. Develops and maintains effective relationships and ensures good communications with other staff, external stakeholders, contractors and other agencies. Works in close collaboration with internal on site staff to keep them apprised of relevant information and significant issues in a timely fashion. Demonstrated ability to build ongoing working relationships and communicating with tact and diplomacy. Exceptional communication skills to enhance relationships with the public.

The GRCA offers a comprehensive benefits package including health, dental, vision care, life and disability insurance; membership in the OMERS pension plan and a pass for free entry into GRCA conservation areas.

**Deadline for Applications: 4:00pm, Monday August 8, 2022**

**Approximate Start Date: September 2022**

The pay range for this position is Job Level 5 \$26.61 to \$33.25 per hour/1975 hours per year

**To Apply:** Please send a resume and covering letter to [careers@grandriver.ca](mailto:careers@grandriver.ca) in MS Word or PDF format and quote "Arborist II" in the subject line.

We thank you for your interest, however only candidates under consideration will be contacted.

GRCA is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accessibility accommodations at any point during the application and hiring process, please contact us. Any information received relating to accommodation will be addressed confidentially.

Pursuant to section 29(2) of the Municipal Freedom of Information and Protection of Individual Privacy Act R.S.O. 1990, C. M.56 the personal information contained on this form is collected under the legal authority of the Conservation Authorities Act, R.S.O. 1990, chapter C.27 and is used for recruitment purposes. Questions about the collection of personal information should be directed to the Manager of Human Resources, Grand River Conservation Authority, PO Box 729, 400 Clyde Road, Cambridge, Ontario N1R 5W6; 519-621-2761.