



Internal/External Job Posting

Seasonal Bargaining Unit Positions

Burford Labourer

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 labourer is involved with the day to day operation of the Burford tree nursery during the Spring season. This position reports to the Supervisor of Forestry Operations and is part of a team of 8 – 12 nursery staff.

Specific Accountabilities

1. Lifting/harvesting of bare root trees
2. Packaging, labeling and shipping nursery stock
3. Transplanting seedlings into containers and out into the nursery fields
4. Safe operation of nursery equipment
5. Assist in set-up of irrigation equipment and systems
6. Pruning of trees and shrubs
7. Maintaining nursery stock (weeding, watering and fertilizing)
8. Carry out other duties as assigned

Technical Accountabilities

1. Ability to operate various hand tools and equipment
2. Valid driver's license
3. Physically capable of prolonged standing, walking, bending and lifting
4. Ability to lift a minimum of 40lbs
5. Ability to drive a tractor would be an asset
6. Basic tree and shrub identification skills would be an asset
7. Be able to work outdoors in all weather conditions

Competencies and Abilities

Professional Judgement

Sound judgment and discretion in dealing with confidential information. Coordinating projects decisively and effectively striving for minimal cost and disruption to individuals and operations.

Ensures good value for money in all work performed by or on behalf of the GRCA. 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

Effective problem solving, collaboration, negotiation and facilitation skills. Seizes opportunities; takes initiative and is self-motivated. Maintains high level of productivity and self-direction

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, consultants, contractors and other agencies. Works in close collaboration with internal stakeholders 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.

Deadline for Applications: 4:00pm, Wednesday February 17, 2023

Approximate Start Date: Late March 2023 *start date is weather dependent*

Recurring Season Late March to Mid-May: Approximately 8 weeks of work

The pay range for this position is Job Grade 2 \$16.52 to \$20.66 per hour/40 hours per week
(Pay rate under review)

To Apply: Please send a resume and covering letter to careers@grandriver.ca in MS Word or PDF format and quote "Burford Labourer" 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