



Internal/External Job Posting

Temporary Bargaining Unit Position

Semi-Skilled Grounds Worker

The 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 km, 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 Semi-Skilled Grounds Worker is responsible to perform numerous aspects of operation, maintenance, and minor repair of the required equipment for the landscape maintenance of Authority properties. This position reports to the Supervisor of Maintenance & Operations.

Specific Accountabilities

1. Provide semi-skilled labour for the purpose of landscape maintenance on Authority properties.
2. Give work direction and training to staff as required, ensuring compliance with all applicable legislation, policies, and procedures.
3. Provide administrative support to the supervisor in the area of daily record keeping.
4. Operate and perform proper maintenance and minor repairs to required tools and equipment.
5. Carry out other duties as assigned.

Technical Accountabilities

1. High school diploma and at least 6 months of relevant work experience.
2. Proficient knowledge and experience in landscape maintenance.
3. Restricted "A" Licence with ability to operate trucks and trailers up to 11,000 kg GVW.
4. Operation of medium-sized equipment including, but not limited to, specialized mowers, farm tractors and skid-steer loaders, and required implements.
5. Operation of chainsaw, power, and hand-tools as required for basic landscape maintenance.
6. Certifications as required by regulations set out in the Occupational Health and Safety Act.

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.

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.

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.

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.

The successful applicant must possess their own Green Patch CSA approved safety boots and be available to work the duration of the contract

The pay range for this position is Job Level 3 \$19.74 to \$24.69 per hour

Hours of work per week will be 35 hours in the off peak season

Approximate Start Date: October 2021

Term of Employment: October to December 17, 2021

To Apply: Please send a resume and covering letter to careers@grandriver.ca in MS Word or PDF format and quote "Semi Skilled Grounds Worker" in the subject line.

Deadline for Applications: 4:00pm Thursday October 14, 2021

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

Accessibility accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance.

Personal information collected in relation to the recruitment process is collected under the authority outlined in the Municipal Freedom of Information and Protection of Privacy Act and used solely to determine eligibility for employment with the Grand River Conservation Authority