



Job Title:	Restoration Gardener	Reports to:	Horticulture/Forestry Director
Work Status:	Full Time	FLSA Status:	Non-Exempt
Updated:	2-24-2020	Approved by	Ashley Carvalho

PPC Mission Statement:

Improving quality of life for the people of Pittsburgh by restoring the park system to excellence in partnership with government and the community. Projects and programs are conducted with respect for the environment, historic design, and the needs of our diverse region.

Position Summary:

This position supports the Pittsburgh Parks Conservancy (PPC) and City of Pittsburgh by enhancing the maintenance of parks throughout the city. The Restoration Gardener (RG) works under the direction of the Director of Horticulture and Forestry and with the City of Pittsburgh Department of Public Works staff (DPW). The RG is a face of the organization and must exhibit excellent interpersonal skills and be approachable and informative as interaction with park visitors occurs. The work environment is outdoors year-round. The tasks vary significantly from pulling weeds to developmental pruning of young trees. Heavy lifting is frequent as well as operating small powered equipment and tools.

The ideal candidate loves parks, uses Pittsburgh’s public parks and respects the historic nature and ecosystem services that the parks provide.

Position Duties:

Performs under the general supervision of the Director of Horticulture and Forestry and is responsible for, but not limited to, the following duties:

Essential Duties:

- Responsible for maintaining designated parks or sections of parks including turf, trails, gardens, landscapes, sidewalks and parking lots to established standards, protocols, and/or management plans. Grounds landscaping maintenance functions include seeding; sodding; fertilizing; planting; mulching; weeding; pruning; mowing; aerating; planting and maintaining flower gardens, beds, and planters.
- Responsible for care of natural areas including ponds, creeks, and wetlands for maintenance, restoration, and removal of invasive species through established standards, protocols, and/or management plans.
- Make recommendations to the Director if maintenance activities or schedule is not achieving established standards, protocols and/or management plans.

- Operate, inspect, and maintain equipment, tools, operating machinery, and systems to ensure operating efficiency, safe operations, proper maintenance and repair that meet established standards and protocols.
- Provide maintenance support for the delivery of programs and events that meet the needs and demands of the programs and events.
- Provide snow removal and ice control on designated trails, pathways, entrances, sidewalks, steps, roof and other hard surfaces in designated park areas to provide appropriate levels of access and safety per established standards, protocols, and/or management plans that supports the organization's environmental practices.
- Handle waste management in designated park areas by picking up and performing proper disposal of trash, recyclables, and compostable debris that meet established standards and protocols and supports the organization's environmental practices.
- Use proper procedures for mixing, applying and storing chemicals according to labeling and safety regulations that support the organization's environmental practices.
- Be an excellent self-starter, problem solver and creative thinker with a strong work ethic.
- Be able to work independently as well as work in a team environment accomplishing work that supports the PPC's mission, vision and values Excellent interpersonal skills and an integral team member.
- Basic plant knowledge and the desire to develop an expertise in horticulture
- Perform and foster an environment of safe work practices and report safety issues promptly to appropriate staff.
- Deliver outstanding customer service using best principles and practices and standards for a diverse work and customer base.
- Keep Director promptly informed of any concerns and report vandalism and assist with entering work requests and ordering supplies as necessary.

Related Work:

- Installing and maintaining holiday displays.
- Support other gardeners and ecologist in large work projects.
- Working with volunteers and interns.
- Administrative duties such as: tracking workplans and providing that information to other departments for grant reporting, blog posts, etc.
- Perform related work as assigned.

Knowledge of (position requirements at entry)

- Pittsburgh Parks Conservancy's mission and audience.
- Basic care and maintenance of turf, trees, and shrubs.
- Plants and plant maintenance in gardening and environmental restoration.
- Finding addresses and locations within the City of Pittsburgh and Pittsburgh Park System using maps or GPS.
- Professional conduct in the workplace including respectful communication, respect and sensitivity for cultural differences.

- Outstanding customer service practices with a diverse workforce and customer base.

Skills and Ability to (position requirements at entry):

- Work daily with minimal supervision.
- Excellent interpersonal skills with ability to balance independent and teamwork, adapt to changing conditions and situations.
- Provide both oral and written communication that is easily understood and direct in its content and listen effectively to thoroughly understand the intended message.
- Work outdoors year-round.
- Safely and efficiently operate vehicles and small powered equipment and tools.
- Perform redundant duties with a great attitude.
- Be an excellent self-starter, problem solver and creative thinker with a strong work ethic.
- Make decisions independently and as part of a collaborative process.
- Establish and maintain effective, respectful and productive working relationships.
- Set appropriate priorities while coordinating multiple tasks/projects and meeting critical deadlines.
- Provide outstanding customer service to a diverse workforce and customer base.
- Demonstrate attention to detail.

Training and Experience (position requirements at entry)

- Year-round outdoor work experience in a related field a plus.
- Possess a valid Pennsylvania driver's license OR another state's current driver's license and ability to obtain a Pennsylvania driver's license within 6 months of hire.

Physical Requirements:

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

The physical ability for climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, driving, pushing, pulling, lifting, fingering, grasping, feeling, talking, hearing, seeing, walking backwards, walking on rough terrain and repetitive motions.

The ability to safely operate a motor vehicle as incumbents are subject to local travel to and from work locations. Operating office equipment requiring continuous or repetitive hand/arm movements. The ability to remain in a sitting or standing position for extended periods of time.

The incumbent may be required to traverse on rough, uneven terrain, as well as wet and slippery surfaces and to ascend and descend ladders to access work areas.

Heavy work: Exerting hundreds of pounds of force planting balled and burlap trees, moving fallen trees and logs, handling landscape bricks frequently.

Medium Work: Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.

Light Work: Exerting up to 20 pounds of force occasionally, and/or a negligible amount of force constantly to move objects.

Work outside year-round in all types of weather conditions. Exposure to fuels, noise from equipment, and pesticides.

Normal work environment in the field is 90% of the time and 10% in an office.

The Way We Work - The Employees of the Pittsburgh Parks Conservancy:

- Work and accept responsibility to search for, create and execute new and innovative approaches to improve the performance of Conservancy strategies and objectives.
- Foster meaningful interaction among diverse individuals through the exchange of information to produce understanding.
- Continuously develop and use effective strategies and interpersonal styles to engage and guide others toward the accomplishment of identified objectives and goals in the best interest of the Parks Conservancy.
- Consistently work toward the common good of the organization and encourage others to do the same.
- Conduct themselves at all times in a professionally appropriate and respectful manner.
- Apply the proper safety/security practices according to established protocols, guidelines and policies.
- Maintain strong work ethic and demonstrate flexibility.