



Wellness 🌿
Landscape
Farm and Garden technician

Job Description-Farm and Garden technician

Wellness Landscape is an ecological landscape company We offer a full range of high-quality landscape contracting services, including design, installation, and maintenance. We primarily install vegetable gardens, orchards and food forests but also does pollinator gardens, hardscape, and irrigation. Much of our work is informed by permaculture, rainwater catchment, CA Native plants, and Edible gardens. We do not use toxic chemicals or gas-powered equipment, such as blowers. We are seeking an inspired gardener who is passionate about gardening and customer service. We maintain a positive profile in the community, and we serve an environmentally progressive customer base.

Start Date: July 2022

Location: Throughout Coastal North County San Diego, office located in Encinitas

Schedule: Monday-Friday, 7:30am-4:00pm

Status: Part & Full time

1.Position description: The Farm and Garden Technician is a basic laborer with minimal or no fine gardening experience. However, he or she desires to learn to perform all aspects of fine gardening to include:

- Farming fruits and vegetables using organic methods, including

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- Procurement of plants
- Planning work
- Plant layout
- Installing plants
- Cultivating soil with Organic fertilizers and amendments
- Pruning, deadheading, raking, sweeping, seeding, planting, amending soils, fertilizing (including foliar feeding with compost tea), irrigation fixes, digging, weeding, harvesting, etc.
- Identifying pests and diseases and treating with organic methods and products
- Installing or maintaining irrigation
- Fruit Tree Care
- Composting

- Must be proficient and comfortable using farm and garden tools such as shovel, pitchfork, wheelbarrow, sprayer, and other landscaping and gardening tools

- Must feel comfortable working outside doing physical farming activity for up to 8 hours per day

- Must feel comfortable regularly waking up early

-Customer service

The Farm and Garden Technician must have a positive, “can-do” attitude, be an eager learner, be conscious of safety requirements, work effectively as a team member, dress appropriately, be punctual, and follow all instructions given by the Farm and Garden Crew Leader.

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2.Reports to: The Farm and Garden technician reports directly to the Farm Garden Crew Leader.

3.Skill set and educational requirements: The Farm and Garden technician must possess the following skill set and educational background:

- A.No previous landscape experience needed
- B.Minimum of high school diploma or GED
- C.Possess a clean driver's license and must be insurable on company's insurance policy
- D.Have a clean criminal record
- E.Legal documentation to verify employment eligibility
- F.Physically able to handle the workload of a Farm and Garden Crew Leader o
- G.Have a full range of mobility in upper and lower body.
- H. Have reliable transportation
- I.Ability to lift 50 lbs.

4.Responsibilities

- A. Follow all instructions given by the Farm and Garden Crew Leader
- B.Thoroughly understands and complies with company policy and safety manual
- C.Reports any / all unsafe conditions or accidents
- D.Properly and safely operates equipment.
- E.Works in a safe manner and reports any / all unsafe conditions to foreman and/ or supervisors.
- F.Reports to work on time
- G.Is a willing learner who seeks to master the basic skills of fine gardening.
- H. Reports to work in a clean, appropriate uniform and wearing the appropriate boots.
- I. Able to communicate with supervisor in a timely and thorough manner.
- J.Completes assigned tasks efficiently, thoroughly and per company production rate
- K. Able to use basic tools safely and properly: shovel, grading rake, spade, grub hoe, wheelbarrow, etc.

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L. Is certified in CPR and First aid

M. Continuing education requirement: minimum of 10 hours per year.

5. Salary, bonus and / or commission:

- . Commensurate with experience (\$18 per hour) Monthly Smartphone reimbursement

6. Appraisal criteria:

The primary appraisal criteria for the Farm Garden technician is to show up on time in the proper clean uniform, work hard, and within 90 days learn the skills necessary to properly and safely operate all hand tools and to meet company production rates.

7. Success factors:

- A. Works hard
- B Listens to all instructions given him or her by the Fine Gardening Crew Leader
- C. Punctual
- D. Eager to learn
- E. Pays attention to detail

8. The hidden job description

- A. What should this person enjoy doing to be successful in this job?
 1. Creating wealth for the company and value for clients
 2. Working with a team of one or two people.
 3. Working hard
 4. Creating outdoor estate beauty for clients
- B. What personal qualities are necessary for this job?
 1. Positive outlook and disposition
 2. Punctual
 3. Enjoys working outdoors
 4. Enjoys hard physical work

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5. Consistent behavior
 6. Strong work ethic
 7. Polite
 8. Self starter
 9. Inquisitive and eager learner
 10. Steady and consistent
- C. What type of behavior will suit this job?
1. Energetic
 2. Goal oriented
 3. Action oriented
 4. Multi-tasker
- D. Who has failed in this job before and why?
1. Numerous failures
- E. Who has succeeded in this job before and why?
1. Numerous successes
- F. Who are the difficult people this individual will have to communicate with?
1. Just about everyone: Fine Gardening Manager, Fine Gardening Crew leader, demanding clients, etc..
- G. Are there any unusual circumstances in this organization that the person will have to cope with?
1. Poor economy
 2. Lack of skilled workers
- H. What are the toughest conditions of the job?
1. Must be a self-starter
 2. Hard physical work
 3. Pressure to get accounts ready for the Memorial Day or Fourth of July
- I. What kind of work should a person thrive on in order to be happy doing this particular job?
1. Likes hard physical work
 2. Likes to work outdoors
 3. Likes to create outdoor beauty
 4. Likes to be part of a team of professionals

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5. Responds well to instructions

- J. If you describe the person who could best fill this job, how would you do so?
1. Has to love creating outdoor beauty for high-end clients
 2. Has to love being part of a team of professionals
 3. Has to love helping to build a company that is respected in the community.

9. Individual profile:

- A. A self-starter
- B. Action and results-oriented
- C. Excels at being part of a team
- D. Excels at following instructions
- E. A multi-taker
- F. Pays attention to detail

10. Professional attitude:

- A. Customer-service oriented
- B. Enjoys being coached and part of a team of professionals
- C. Displays a positive, "can-do" demeanor
- D. Encourages, assists and supports fellow crew members
- E. Requires minimal supervision
- F. Desires to grow professionally and seeks to improve personal skill set.
- G. Seeks out other professionals from whom to learn
- H. Is punctual and energetic
- I. Accepts and appreciates correctional input/feedback from fellow crewmembers.
- J. Maintains high professional standards for neatness, discipline, self-control, and organization
- K. Is not moody, belligerent, narcissistic, a loner, vindictive, mean-spirited, etc.?

11. Potential career path for next five positions:

- A. Farm and Garden Lead technician
- B. Farm Garden Account manager
- C. Fine Gardening General Manager

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D.General Manager
E.CEO

12.Certifications

- A. (QWEL) Qualified Water Efficient Landscaper
- B. (CIT) Certified Irrigation Technician
- C. California Native Plant Certificate Program (Theodore Payne)

13. Book Reports

- A. Teaming with Microbes by Lowenfels and Lewis
- B.The Holistic Orchard by Michael Phillips
- C.Grow a Little Fruit Tree by Ann Ralph
- D.The Berry Grower by Blake Cothron
- E.No-Till Intensive Vegetable Culture by Bryan O'Hara
- F.The Organic Backyard Vineyard by Tom Powers

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