



**Current Opening**  
**Grounds Maintenance Worker**  
**Open Until Filled**

**Must submit a completed job application to be considered for this position.**

[www.portcw.com](http://www.portcw.com) / [jen@portcw.com](mailto:jen@portcw.com)

**Title:** Grounds Maintenance Worker

**Reports To:** Maintenance Supervisor

**Classification:** Non-Exempt

**Wage Range:** \$14.00 - \$16.00

**Benefits:** Medical/Dental Insurance, Life Insurance, LTD Insurance, WA State PERS retirement and Vacation/Sick leave.

**\*\*Medical/Dental Employee & Family premiums paid by Employer.\*\***

**\*\*1 Year Probationary Period\*\***

**JOB DESCRIPTION**

The Port of Camas-Washougal believes that each employee makes a significant contribution to the port's success and that contribution should not be limited by the assigned responsibilities. Therefore, this position description is designed to outline primary duties, qualifications and job scope, but not limit the incumbent nor the organization to just the work identified. It is our expectation that each employee will offer services wherever and whenever necessary to ensure the success of the port's endeavors.

General Position Summary:

Performs routine and non-routine landscaping for all port properties.

### Essential Functions/Major Responsibilities:

- Maintains grounds, including but not limited to mowing, edging, pulling weeds, leaf clean-up, spreading bark dust and pruning shrubbery.
- Installs, maintains and operates irrigation equipment.
- Maintains equipment and tools, including but not limited to hand tools, port vehicles and small engines.
- Performs janitorial duties, including keeping parks clean, emptying trash, sweeping floors, cleaning sanitary fixtures/windows, changing light bulbs and maintaining supplies.
- Maintains appropriate work, maintenance and chemical-use records in paper and electronic form.
- Reports any repair issues to Maintenance Supervisor.

### Secondary Functions:

- Assists with the set-up and break-down of special events.
- Painting Inside/Outside.
- Cleaning windows/Pressure washing concrete and asphalt.
- Other duties as required.

### Job Scope & Accountability:

Work is recurring with occasional variation. Decisions are made according to organization policy and past practices. The incumbent operates with moderate supervision and some work is reviewed by the supervisor. The incumbent has no budgetary authority or responsibility. Incumbent makes informal recommendations regarding operational and strategic planning. Errors in work can have an impact on the flow of work within the department and can have a possible effect on the reputation of the port.

### Supervisory Responsibility:

Position has no supervisory responsibilities, but may train and offer guidance to other employees, including seasonal and temporary employees.

### Interpersonal Contacts & Skills:

The majority of communication is face-to face with some being electronic or by telephone. Communication is made with individuals both within and outside the organization.

### Specific Job Skills:

- Ability to communicate effectively in English verbally and in writing.
- Ability to read, understand and follow directions and warnings of product labels, including chemicals, fertilizers, paints, and cleaning products.
- Ability to use computer and software appropriate for the job and job responsibilities.
- Ability to use various hand tools and equipment, including mowers, blowers, chain saws, weed eaters, trucks and tractors.

- Ability to trouble shoot, analyze problems and make minor repairs to work equipment.
- Ability to make decisions and use discretion.
- Basic math skills, including addition, subtraction, multiplication and division.
- Ability to work as part of a team, providing input and sharing ideas.
- Good customer service skills and ability to interact in a positive manner with the public.
- Ability to lift/move up to 50 pounds.
- Ability to crawl, stoop, bend, kneel, climb/use ladders and occasional work in odd, tight spaces.

Education and/or Experience:

- High School diploma or equivalent.
- One-year general labor/grounds maintenance experience.
- Valid driver license.
- Ability to obtain First aid certification/AED/CPR within **6 months** of employment.

Job Conditions:

Work generally takes place in a shop area and out of doors in all kinds of weather during normal business hours with occasional week end work for special events. Incumbent may be exposed to chemicals, loud noises and inclement weather.

Job Competencies:

- Analytical skills - collects and researches data; uses experience to complement data; designs works flows and procedures.
- Problem solving skills - identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics.
- Technical skills - assesses own strengths and weaknesses; pursues training and development opportunities; strives to continuously build knowledge and skills; shares expertise with others.
- Customer service skills - manages difficult or emotional customer situations; responds promptly to customer needs; responds to requests for service and assistance; meets commitments.
- Interpersonal skills - focuses on solving conflict not blaming; maintains confidentiality; keeps emotions under control; remains open to others' ideas and tries new things.
- Oral communication skills - speaks clearly and persuasively in positive and negative situations; listens carefully and sincerely considers the ideas of others; respects diverse opinions; responds well to questions; shares information and encourages openness in communications.
- Written communication skills - writes clearly and informatively; able to read and interpret written information.
- Teamwork skills - balances team and individual responsibilities; exhibits objectively and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; supports everyone's efforts to succeed.

- Diversity - Demonstrates knowledge of EEO policy; shows respect and sensitivity for cultural differences; educates others on the value of diversity; promotes a harassment-free environment.
- Ethics - Treats people with respect; keeps commitments; inspires the trust of others; works with integrity and ethically; upholds organizational values.
- Organizational support - follows policies and procedures; completes administrative tasks correctly and on time; supports organization's goals and values.
- Strategic Thinking - Develops strategies to achieve organizational goals.
- Judgment - Displays willingness to make decisions; includes appropriate people in decision-making process; makes timely decisions.
- Motivation - Sets and achieves challenging goals.
- Professionalism - approaches others in a tactful manner; reacts well under pressure; treats others with respect and consideration regardless of their status or position; accepts responsibility for own actions; follows through on commitments.
- Quality - Demonstrates accuracy and thoroughness; looks for ways to improve and promote quality.
- Initiative - Undertakes self-development activities; asks for and offers help when needed.
- Innovation - Meets challenges with resourcefulness; generates suggestions for improving work.
- Dependability - Follows instructions, responds to management direction; takes responsibility for own actions; keeps commitments; completes tasks on time or notifies appropriate person with an alternate plan.