



**Current Opening**  
**Grounds Maintenance Worker II**  
**Job Closes: 06/15/2023 @ 5:00pm**

**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 II *(Must have 3 years of experience)*

**Reports To:** Facilities Director

**Classification:** Non-Exempt

**Wage:** \$22.00 - \$23.00

**Schedule :** Monday – Friday hours 7:00 am – 3:30 pm.  
Summer hours are Monday – Friday 6:00 am – 2:30 pm.  
These hours may vary from time to time. Job may be subject to working Saturdays,  
Sundays with a change in work hours.

**Benefits:**

- \*Full Family Medical/Dental Insurance Premium Paid by Employer
- \*Life Insurance Premium Paid by Employer
- \*LTD Insurance Paid by Employer
- \*WA State PERS Retirement Employer Portion
- \*Accrue 8 hours of Vacation/ 8 hours of Sick leave at the end of every month.
- \*12 Employer Paid Holidays a Year
- \*Wellness Benefit \$35 Month (up to \$420 per year) Deposited into a VEBA account.
- \*Clothing Allowance \$600 Per Year
- \*Cell Phone Partial Reimbursement

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

Job offer will be contingent on passing a background check, clean drug screen and submitting a clean driving record.

**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.
- Purchases, transports, mixes and applies various pesticides and fertilizers.
- 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 Director of Facilities.

**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.
- Ability to perform heavy laboring tasks for extended periods of time in unfavorable weather conditions such as extreme heat or cold in a safe and efficient manner; work independently with limited supervision.
- Knowledge of Function and use of tools and equipment identified above; and safety practices required in grounds maintenance functions.
- Knowledge of principles and methods of grounds maintenance, irrigation systems, chemical application materials, and common horticulture terminology.

**Education and/or Experience:**

- High School diploma or equivalent. Additional education beyond high school is desirable.
- Three (3) years of experience in groundskeeping, irrigation and landscape maintenance work. One (1) year experience as a lead worker is preferable but not required.
- Valid driver license.
- Ability to obtain First aid certification/AED/CPR within 6 months of employment.
- Washington State Department of Agriculture pesticide license 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 objectivity 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.