

POSITION DESCRIPTION

Title:	Landscape Gardener
Location:	TBA
Reports to:	Team Leader Supervisor
Purpose:	To work as directed on gardening and landscaping duties

1. DUTIES AND RESPONSIBILITIES

Accountabilities

Indicators of success

Health and Safety

- Health and Safety policies, as per the Health and Safety Handbook, are followed
- Correct Personal Protective Equipment is used
- All accidents or incidents are reported as per policy
- All hazard procedures are followed
- Work practices are safe and do not endanger yourself or others
- Site emergency procedures are followed

Gardening and landscaping

- Gardening and landscaping tasks are completed in an efficient manner as directed
- Display and apply sound horticultural knowledge of turf and plant requirements, i.e. fertilising, pruning, irrigation, weed spraying, mulching etc. as per the annual cycle and/or contract specifications
- Record keeping is accurate (e.g. Completion of timesheets)
- Attendance at all required Tailgate Meetings
- Attendance at training as directed

Driving or Operating Plant

- Efficient, effective and legal operation of all vehicles, plant and equipment under your direct control
- Equipment is kept in a tidy and well maintained manner

Employee: _____

Accountabilities**Indicators of success**

Team Work

- Aware of the work expectations of the day
- Liaise with Supervisor on a regular basis
- Instructions from supervisors are followed
- Maintain professional courtesy to customers and the public in general.
- Effective working relationships are maintained
- No complaints are received from the public

Other related duties may be required from time-to-time.

Employee: _____

2. PERSON SPECIFICATION

	Essential	Desirable
Formal Qualifications	National Certificate in Horticulture level 4 or higher Drivers licence class 1 Traffic Management STMS level 1 Grow safe certificate Landscaping qualification	National Certificate in Horticulture level 4 or higher Drivers licences 2-5, W, T, R Traffic Management STMS Registered Chemical applicator Chainsaw Certificate
Skills and Experience	Physically capable of completing the tasks required Proven industry related experience Able to follow instructions	
Attributes	Punctual Honest and Reliable Identifies problems and communicates them appropriately Display solutions based thinking Understand quality and customer service	

Employee: _____

3. COMPETENCIES

Delta expects the following competencies to be demonstrated:

- A. **Puts Safety first:** Works in a safe manner.
- B. **Communication:** Listens to others and communicates effectively with them.
- C. **Teamwork and Leadership:** Works effectively within a team environment, providing leadership as necessary.
- D. **Work Ethic:** Displays loyalty and applies self to work.
- E. **Decision Making and Judgement:** Gathers information, quickly understanding the important issues and making logical choices.
- F. **Quality and Workmanship:** Applies technical skills effectively, efficiently and to a high standard.
- G. **Organisation:** Organises own time and resources to complete assigned work.

4. OUR VALUES

Do It First

- Hunt new opportunities, wherever they may be
- Think boldly – being prepared to take the first step
- Challenge what we know – new ideas create breakthrough results
- Seek out improvement – there's always a better way for us and our customers

Do It Right

- Do what's right – by each other and our customers
- Step up and make it happen – taking ownership, individually and as a team
- Do what we say we'll do and mean what we say
- Front-foot-it – "prevent" is better than "fix"

Do It Together

- Work together to get the best results – with customers and the team
- Openly share ideas – respecting others' opinions
- Encourage contribution – utilising each other's skills and knowledge
- Look out for each other and have fun on the way

Employee: _____