

Landscape Leader

Position Details

Class Code: 8230

Job Family: Service/Operations Workers

Classification: Support Professional

Terms of Employment: [Pay Grade 48 on the Support Professional Salary Schedule](#)

FLSA STATUS: NON-EXEMPT

Position Summary

Under general supervision, leads a crew in maintaining the landscape and grounds at Clark County School District (CCSD) properties.

Essential Duties and Responsibilities

The list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Leads and trains landscape crews (i.e., Gardener I & Gardener II).
2. Mows, trims, and edges lawn areas inclusive of cool and warm season grass varieties.
3. Weeds and grades flower beds/planters at CCSD properties, including unimproved sites.
4. Plants, trims, maintains, transplants, and removes a variety of lawns, shrubs, and trees at CCSD sites based on landscape designs.
5. Advises and consults supervisors and grounds maintenance staff on plant condition, watering, and pest control.
6. Operates, cleans, and maintains hand/power gardening equipment.
7. Coordinates, executes, and modifies landscape designs to optimize plant life along with aesthetics of landscape.
8. Coordinates and effectively communicates work activities with schools, other trades, and vendors.

9. Responsible for handling emergency situations related to bees, ants, gophers, spiders, and other pest infestations.
 10. May make minor repairs to sprinklers and related equipment.
 11. May operate gang mowers, forklifts, jackhammers, fertilizer spreaders, brush chippers, stump grinders, small tractors with attachments such as aerators/posthole diggers, and other power equipment/trucks.
 12. May be required to move, assemble, or disassemble furniture, equipment, or other items; assists other crafts in emergencies or as the need arises.
 13. Responsible for the safe handling and disposal of landscape materials.
 14. Provides input into the evaluation of assigned staff.
 15. Conforms to safety standards, as prescribed.
 16. Performs other tasks related to the position, as assigned.
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Distinguishing Characteristics

Performs as the leader of a landscape crew.

Knowledge, Skills, and Abilities (Position Expectations)

1. Knowledge of arboricultural and horticultural practices/procedures.
2. Knowledge of selective/non-selective use of pesticides and herbicides.
3. Knowledge of the operation of the various pieces of equipment described above.
4. Knowledge of plant identification.
5. Ability to train, supervise, and evaluate employees.
6. Ability to plan and organize work of a grounds crew.
7. Ability to perform gardening work.
8. Ability to operate and maintain grounds equipment and tools as indicated above.
9. Ability to safely relocate heavy objects and perform physically demanding work.
10. Ability to meet predetermined deadlines.
11. Ability to interpret written and verbal instructions.
12. Ability to interpret landscape blueprints/specifications.
13. Ability to evaluate employee performance.
14. Ability to perform basic math calculations.
15. Ability to work in confined spaces.
16. Ability to work flexible hours and shifts.
17. Ability to work cooperatively with employees, students, vendors, and the public.
18. Ability to recognize and report hazards and apply safe work methods.

19. Possess physical and mental stamina commensurate with the responsibilities of the position.
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Position Requirements

Education, Training, and Experience

1. High school graduation or other equivalent (General Educational Development (GED), foreign equivalency, etc.).
2. Two (2) years' experience working in grounds or a landscape construction field.
3. Safe driving record. Safe driving record must be maintained for the duration of the assignment.

Licenses and Certifications

1. A valid driver's license that allows the applicant/employee to legally operate a motor vehicle in Nevada. License must be maintained for the duration of the assignment.
2. Copy of driving history (dated within six (6) months from the date printed) issued by the Department of Motor Vehicles (DMV) at time of application or Qualified Selection Pool (QSP) placement and at time of interview prior to final selection.
3. Ornamental Herbicide Certification from Government Pest Control License issued by the Nevada Department of Agriculture. License must be maintained for the duration of the assignment. If license is not in possession at time of application or QSP request, it must be obtained within three (3) months of hire into position.
4. Hold or be able to obtain forklift qualification card. If qualification card is not in possession at time of application or QSP request, it must be obtained within five (5) months of hire into position. Qualification card must be maintained for the duration of the assignment.

Preferred Qualifications

1. Supervisory experience.
 2. Horticultural training and classes.
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Document(s) Required at Time of Application

1. High school transcripts or other equivalent (GED, foreign equivalency, etc.).
2. Copy of a valid driver's license that allows the applicant/employee to legally operate a motor vehicle in Nevada.

3. Copy of current driving history (dated within six (6) months from the date printed) issued by the DMV.
 4. Ornamental Herbicide Certification Copy of Government Pest Control License from the issued by the Nevada Department of Agriculture, if applicable.
 5. Forklift qualification card, if applicable.
 6. Specific documented evidence of training and experience to satisfy qualifications.
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Examples of Assigned Work Areas

CCSD school grounds (playgrounds, base/softball fields, football fields, etc.) joint-use parks, etc.

Work Environment

Strength

Medium/heavy - exert force up to 50-100 lbs., occasionally; 25-50 lbs., frequently; or up to 10-20 lbs., constantly.

Physical Demand

Frequent sitting, standing, walking, pushing, pulling, carrying, crawling, stooping, kneeling, crouching, reaching, handling, repetitive fine motor activities, climbing, and balancing. Mobility to work in a typical office setting and use standard office equipment. Stamina to remain seated and maintain concentration for an extended period of time. Hearing and speech to communicate in person, via video conference and computers, or over the telephone. Vision: Frequent near and far acuity, and color vision. Vision to read printed and online materials, a Video Display Terminal (VDT) screen, or other monitoring devices.

Environmental Conditions

Exposure to weather with temperatures ranging from mild/moderate to extreme cold/heat. Exposure to noise levels ranging from moderate to loud for occasional to frequent time periods. Exposure to dust, wet and damp grounds, fumes and hazardous chemicals associated with herbicide and pesticide spraying, fertilizers, motor oils, and gasoline.

Hazards

Furniture, playground/office equipment, communicable diseases, chemicals and fumes (as related to specific assignment), and power/hand operated equipment and machinery (as related to specific assignment).

Examples of Equipment/Supplies Used to Perform Tasks

District-issued/personal vehicles, rakes, shovels, picks, saws, pruning tools, sod cutters, personal protective gear (gloves, respirators, goggles, masks, harnesses, etc.), forklifts, sledge hammers, jackhammers, ladders, pole pruning tools, mowers (i.e. hand, riding, gang, and flail), blowers, edging tools, various trucks and trailers, herbicides and pesticides, spray tanks, fertilizer spreaders, rototillers, hedge trimmers, weed eaters, small tractors, mechanical lifts, etc.

AA/EOE Statement

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees equal employment opportunities without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, age, military status, or other characteristics protected by applicable law. Here at Clark County School District, we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity, we have the power to reflect the community we serve.

Job Revision Information

- Revised: 10/18/23
- Created: 10/24/86