

TOWN OF CARLETON PLACE

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EMPLOYMENT OPPORTUNITY

The Town of Carleton Place is seeking individuals for the summer position of **Horticulture Labourer – Summer**.

Summary: Reporting directly to the Recreation Team Lead, the Recreational Labourer (Horticulture) will assist in maintenance of municipal parks, facilities, and grounds.

Qualification/Experience:

1. Must be a minimum of 17 years of age
2. First Aid and CPR-AED certification an asset
3. Any applicable experience would be an asset
4. Must possess & maintain a valid Ontario drivers' licence (minimum "G2")
5. Ability to perform maintenance, janitorial, parks and other facility operational duties
6. Able to work in a variety of outdoor conditions
7. Availability to be considered for this position is May to September
8. Vulnerable Sector check (valid to 6 months of employment), if over 18 years of age.

The 2024 pay grid for the position is \$17.56 - \$22.33 per hour.

A detailed job description, for this position, can be accessed at www.carletonplace.ca

Qualified candidates are invited to submit a detailed cover letter and CV outlining your credentials relevant to the position, using PDF or docx format. Please be advised that the Town reserves the right to post its employment opportunities as open until filled. Resume reviews may begin immediately and continue until the posted position is filled and any position can be filled prior to the closing date. Applications must be received no later than 2:00 p.m., Monday, March 25, 2024, quoting "Horticulture Labourer-Summer" by mail: Town of Carleton Place, Attn Human Resources, 175 Bridge Street, Carleton Place, ON K7C 2V8 or email hr@carletonplace.ca

We thank all applicants for their interest; however, only those applicants selected for an interview will be contacted. The Town of Carleton Place is an equal opportunity employer following the rules and regulations set out by the Human Rights Code. Personal information submitted will be used for the purposes of determining suitability for this competition only and in accordance with the Municipal Freedom of Information and Protection of Privacy Act. Accommodation will be provided in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) upon request.

TOWN OF CARLETON PLACE
JOB DESCRIPTION

DEPARTMENT:	Recreation & Culture
DIVISION:	Parks
JOB TITLE:	Recreational Labourer (Horticulture)
EMPLOYEE GROUP:	Non-Union
PAY GRID:	2
SUPERVISOR:	Recreation Team Lead
REVISION DATE:	June 2020

POSITION SUMMARY:

Reporting directly to the Recreation Team Lead, the Recreational Labourer (Horticulture) will assist in maintenance of municipal parks, facilities, and grounds.

DUTIES AND RESPONSIBILITIES:

1. Performs maintenance on flower beds and hanging baskets, plants weeds, and provides general care and maintenance of mixed perennial, bi-annual and annual plant material.
2. Waters and fertilizes flower beds, baskets, planters.
3. Collects and removes debris/litter at various locations throughout the Town.
4. Completes custodial duties of municipal facilities when required.
5. Performs general maintenance duties in municipal facilities such as painting, etc.
6. Provides customer service to all users of the facilities and always maintains a positive and professional manner.
7. Operates and maintains janitorial equipment, groundskeeping equipment and other Town owned equipment.
8. Works evenings and weekends on a routine basis;
9. Availability to be considered for this position is May to September.

The above generally describes the duties involved with the position. However, municipal work is varied in nature and employees will be required to perform duties in

addition to the duties listed above from time to time as directed by the Recreation Team Lead.

POSITION REQUIREMENTS:

EDUCATIONAL REQUIREMENTS:

1. Must be a minimum of 17 years of age.
2. First Aid and CPR-AED certification an asset.

EXPERIENCE:

Any applicable experience would be an asset.

SKILLS AND COMPETENCIES:

1. Must possess & maintain a valid Ontario drivers' licence (minimum "G2").
2. Able to perform maintenance, janitorial, parks and other facility operational duties.
3. Must be able to work independently as well as part of a team.
4. Able to maintain a professional demeanor at all times when dealing with the public and volunteers.
5. Physically capable to perform general physical labour and maintenance duties.
6. Must provide a Vulnerable Persons Sector Check.
7. Must be able to handle multiple tasks at one time.
8. Able to work in a variety of outdoor conditions.

WORKING CONDITIONS:

A flexible rotating schedule of 40 hours per week will be implemented including early mornings, days, evenings, weekends, and statutory holidays. Ability to work in a fast-paced environment with changing priorities.

PHYSICAL DEMANDS:

The Recreational Labourer (Horticulture) will perform regular physical effort walking and may be required to walk on uneven and/or slippery surfaces. The position may be required to bend, lift and/or carry heavy objects, climb stairs and ladders. Occasional strenuous physical activity may result in muscle fatigue or strain. Must be able to lift up to 50 pounds, carry items such as mops, shovels, bags of garbage and boxes; must be able to mop, sweep and vacuum floors, reach and bend, stock shelves.

ENVIRONMENTAL CONDITIONS:

The Recreational Labourer (Horticulture) may experience changing temperatures from building to ice surface. The position will be exposed to occasional unpleasant fumes, dirt, hazardous substances, and/or loud noises associated with cleaning duties, facility and ice maintenance, etc. Must be prepared and able to work both indoors and out and in all seasons; weather conditions ranging from very cold to very hot and humid and able to work in an environment with exposure to cleaning materials (all required Personal Protective Equipment required is available and must be used). Occasional exposure to unpleasant sights and smells.

SENSORY DEMANDS:

The position requires the individual to be able to walk on the ice surface while pushing nets. The position requires the use of cleaning equipment such as broom, mop, vacuum, and floor polisher.

MENTAL DEMANDS:

The Recreational Labourer (Horticulture) may occasionally have to manage a number of requests and tasks at one time and to deal with tight deadlines while accommodating unplanned interruptions. Excellent organization and time management skills will be needed to complete the required tasks. The Recreational Labourer (Horticulture) must be prepared to deal with a variety of people and occasional stressful situations associated with working with the general public.

N.B. Must be able to read and comprehend instructions in regard to cleaning products, equipment operation and comprehending SOP's (standard operating procedures) in relation to deliveries of product and schedules.

SAFETY:

The Town of Carleton Place believes that all accidents can be prevented. While performing the above duties, employees shall make safety an integral part of every task and job. Employees shall be familiar with the Town's Safety Policy and understand their:

- Right to Participate;
- Right to Know;
- Right to Refuse Unsafe Work; and
- Right to Stop Dangerous Work.

All employees must follow the Town's Health and Safety Policy and comply with the Occupational Health & Safety Act.

WORKING RELATIONSHIPS:

INTERNAL	CAO, Department Heads, Supervisor, Support Staff, Members of Council.
EXTERNAL	General Public, Ministry Representatives