

FOREST NURSERY WORKER 3

8203

GENERAL DESCRIPTION OF CLASS

The FOREST NURSERY WORKER 3 performs a variety of manual semiskilled and skilled agricultural work at a forest nursery operation.

DISTINGUISHING FEATURES

This is the third level of a three-level series. It is distinguished from the lower level by the prior agricultural training and experience required; by the operation of a greater variety of farm implements, nursery equipment, large, heavier tractors, forklifts, and backhoes; and by the recurring responsibility of coordinating and monitoring other forest nursery workers.

DUTIES AND RESPONSIBILITIES

Allocation of positions to this class will depend on the total work performed which may include one or a combination of the duties or tasks listed below.

1. **Harvesting.** Typical tasks: operates crawler tractor or backhoe to maintain loading site; maintains records of incoming seed lots and assigns locations in pre-cooler cold storage; oversees a small crew of forest nursery workers involved in pre-cooler work or cleaning containers and burlap; directs positioning of incoming loads, sites empty containers, and reloading of trailers; performs routine maintenance on packaging equipment, electric, forklift, root pruners, labeling equipment, conveyor belts, and other equipment used in sorting and packaging seedlings; prepares shipping container labels, records information for data entry, inventories supplies; assembles and disassembles work stations; relays instructions to lower level employees; operates farm tractors with seedling lifting equipment or trailers with empty or full containers; undercuts beds of seedlings as directed by supervisor; distributes containers along beds and retrieves filled containers; operates tractor with various sized pesticide spray machines (40-250 gallons) to apply pesticides to seedling crop; gathers pesticides from storage, mixes with water and chemicals, and agitates as directed by plan and supervisor; cleans and services all equipment immediately after use and places into storage; drives two-axle truck or other highway vehicles to transport farm equipment.
2. **Planting.** Typical tasks: operates and does routine maintenance on large farm tractors and a variety of farm implements, including mowers, mold board plows, discs, harrows, roller harrows, chisel plows, rototerras, rototiller, bed-shaping rototerras, planes, sprayers, fertilizer spreaders, manure spreaders, root pruners, trailers, transplanters, and seed drills; opens drainage passages either manually or with power equipment; occasionally directs the work of irrigators (Forest Nursery Worker 2) laying pipe; operates trencher, backhoe, or large forklift.
3. **Fumigation.** Typical tasks: operates large farm tractors and various farm implements to plant cover crop, spread organic matter or compost, plow subsoil to mix and loosen soil layers, and prepare fields for fumigation and planting; implements used include cover-crop grain drill, flail or rotary mowers, plows, disc, harrows, subsoils, and rototerras; uses instruments such as transit to measure field elevations or contours to prepare level charts; occasionally operates tractors and equipment to clean ditches, dig postholes, install tile drains, or other odd jobs; occasionally repairs or installs wire fencing, wooden posts, and signs.
4. **Coordination and Monitoring.** Typical tasks: provides orientation and on-the-job training for new or

trainee employees, including instruction about unit operational processes, procedures, and policies; schedules, prioritizes, and assigns work of unit employees; reviews work in progress and approves completed work; provides employees with advice, guidance, or assistance in resolving work-related problems; provides supervisor with information regarding production achievements or problems and employee performance.

RELATIONSHIPS WITH OTHERS

Employees may have infrequent, incidental, personal contact with the public, staff from other State agencies, students, research professionals, contractors, and others depending on the work situations.

SUPERVISION RECEIVED

Employees in this class work under general supervision of an operations supervisor, who reviews work in progress daily and recommends procedural changes, new schedule, or different equipment. Work is also reviewed upon completion for correct procedures, thoroughness, accuracy of operations, attention to plan details, and timeliness of operations. Employees must adhere to agency, State, and Federal safety rules in the forest nursery work areas and use Federal, State, and agency rules and regulations governing operating procedures in the performance of their duties.

GENERAL INFORMATION

Positions are primarily found in natural resource agencies in central and remote locations throughout the state. They require the willingness to work within the environment associated with the position's location. This includes the willingness to work out of doors in typical agricultural conditions (e.g., extremes of temperature, dust, wind, precipitation, exposure to pesticides and other agricultural chemicals and fertilizers); the willingness to work around loud noises from farm machinery or equipment; and the willingness to work extended hours or unusual shifts.

KNOWLEDGE, SKILLS, AND ABILITIES (KSA)

Basic knowledge of forestry nursery crops.

Basic knowledge of nursery operations.

Basic knowledge of common farm tools, equipment, implements, and vehicles.

Basic knowledge of common farming practices and procedures related to growing and harvesting crops, such as nursery, orchard, or row crop operations.

Skill in the operation of farm implements and farm tractors.

Ability to operate and maintain a wide variety of tools.

Ability to learn to operate specialized nursery equipment.

Ability to coordinate and monitor the work of lower level forestry nursery workers.

Ability to make minor repairs to implements, tractors, or vehicles.

Ability to perform occasional strenuous physical labor.

Ability to keep accurate records.

Ability to learn safety procedures.

SPECIAL QUALIFICATIONS

Ability to obtain a chemical operator's license.

NOTE: The KNOWLEDGE and SKILLS are required for initial consideration. ABILITIES may be required for initial consideration, at any time during the selection process, or during a trial service period as a final stage of the selection process. Some duties performed by positions in this class may require different KSA's. No attempt is made to describe every KSA required for **all** positions in this class. Additional KSA requirements will be explained on the recruiting announcement.

Adopted 4/90

Revised

Examples of work are typical of duties assigned to this class. No attempt is made to describe every duty performed by all positions in this class.