



**SANDERS COUNTY**  
**VACANCY ANNOUNCEMENT**  
March 5, 2020

**Position:** Weed Control Lead Sprayer  
40 hours per week - non-exempt – Seasonal  
Position will be open from Early April to Early October

**Department:** Weed Control - Plains

**Pay Rate:** Starting Rate is \$12.66 per hour, DOE

**Closing Date:** Open until filled, with the 1<sup>st</sup> review of applications on March 18, 2021

**Application Documents Required:** Please contact Sanders County Job Service at 406-827-382-3045.

<b>Job Title:</b>	Weed Control Lead Sprayer	<b>FLSA Status:</b>	<input checked="" type="checkbox"/> Non-Exempt <input type="checkbox"/> Exempt
<b>Grade:</b>	10		
<b>Department:</b>	Weed Department	<b>Reports to:</b>	Weed Control Supervisor

**Work Unit Overview:** Full time Position, Seasonal. The Weed District in the County implements an effective noxious weed management program for the protection of open space and natural and agricultural resources of the County.

**Job Summary:** The Weed Control Lead Sprayer is responsible for protecting the assigned areas in the County from the degrading impact of exotic and invasive noxious weeds by implementing sound policies and procedures integrating chemical applications, educating the public to handle weeds on private land, mowing, bio-control, and reseeding disturbed roadsides. This includes performing administrative, supervisory and technical duties in support of the operation of the County weed control program and ensuring that weed sprayers properly apply herbicides and pesticides in accordance with federal, state and county laws.

**Essential Functions (Major Duties or Responsibilities):** *These duties are the essential functions and are not all-inclusive of all duties that the incumbent performs.*

- Receive and review work assignments and coordinate with other weed sprayers and the supervisor to determine the time, equipment, and personnel necessary to complete weed spraying and weed control projects.

- Identify noxious and undesirable vegetation in assigned areas to determine what type of chemicals or equipment is necessary to remove or control them. This may also include assisting the public and other agencies with weed identification and advice on removal strategies.
- Mix and apply pesticides and herbicides in accordance with work orders and record or log all sprayed areas in accordance with department policies. Review chemical labels and Material Safety Data Sheets (MSDS) for each product before application. Calculate mix ratios and compute how much spray is necessary for a given area.
- Perform spraying operations using broad jet, wide boom and hand-line systems according to department policies and procedures and applicable laws.
- Operate vehicles and application delivery systems including a spray truck, four wheelers, four wheel drives, one ton trucks and other weed control equipment. Adhere to all department safety standards including observing weather conditions, traffic, water and animals that may affect spraying operations.
- Calibrate and perform light maintenance duties of all spray equipment according to established procedures and manufacturer specifications. Perform minor semi-skilled maintenance and repairs on spraying equipment, mowers and lawn maintenance equipment, department vehicles, and safety equipment.
- Provide information, rentals, materials and technical assistance to support the public in effective noxious weed management.
- Properly dispose of empty containers and rinsate materials and maintain the appearance and cleanliness of the facility.
- Operate specialized equipment and hand tools used in cutting, gathering, and removing noxious weeds including weed whackers, mowers and related county equipment.
- Loads equipment and chemicals. Uses and repairs safety equipment; assist with welding projects. Performs roadside spraying through broadjet wideboom and hand-line systems.
- Performs minor semi-skilled maintenance and repairs on equipment; mowers and lawn maintenance equipment; and safety equipment.
- Is observant for weather conditions, traffic, water and animals that may change spraying procedures. Changes in spraying procedures must be approved by the Weed Supervisor.
- Greets the public in a friendly manner on the phone or in person. Answers the public's questions and/or routes to appropriate personnel. Maintains professionalism by exercising tact and courtesy at all times. Instruct public in use of equipment, chemicals and other supplies.

**Non-Essential Functions:**

- Compile and submit activity reports, equipment logs, inspection reports, and other records to provide accurate, complete, and timely information.
- Perform other duties as assigned including but not limited to managing special projects, attending meetings and conferences, providing backup for other staff, participating in training, etc.

**Physical Demands and Working Conditions:** *The demands and conditions described here are representative of those the employee must meet to perform the essential functions of the job.*

- Frequently required to stand, sit, write, read and use hands to handle or feel objects.
- Occasionally required to lift and/or move up to 25 pounds. Infrequently, the employee must lift and/or move up to 50 pounds.
- Frequently the employee is required to wear a breathing apparatus when working with hazardous chemicals.
- Frequently works near moving or mechanical parts; with fumes or airborne particles; with hazardous caustic chemicals in outdoor weather conditions and with vibration. The employee occasionally works in extremely hot outdoor conditions with risk of electrical shock.
- The noise level in the work environment is usually moderate and the employee may be exposed to hazardous fumes or products.

**Supervision Exercised:** *List jobs reporting to the subject position and level of supervisory authority.*

This position may supervise one or more county employees.

**Knowledge, Skills, and Abilities:**

This job requires knowledge of basic math in order to make computations; knowledge of the weeds and crops grown in Montana and the appropriate herbicides that manage undesired vegetation; knowledge of 2 and 4 wheel drive vehicles used for delivery of chemicals; and knowledge of small engines and how to operate and maintain them.

This job requires skill in the calibration and safe operation of application and spraying equipment; driving a standard/manual transmission; the operation of a computer; map reading; and customer service.

This job requires the ability to mix the correct herbicide and determine proper conditions for application of the herbicides; to monitor and maintain safety protocols; to work and communicate effectively in person and via phone or two-way radio; to read, understand and follow instructions and MSDS sheets and labels; and to read and understand maps. This job also requires the ability to recognize and identify noxious and undesirable vegetation and distinguish between agricultural crops; able to operate hand power tools, chainsaws, four wheelers and other related equipment.

**Education and Experience:**

This job requires education and experience equivalent to graduation from high school or GED and one (1) year experience with chemicals including pesticides/herbicides. Equivalencies include course work in agriculture or related field, certification as a licensed pesticide applicator and one (1) year of experience in weed management operations.

**Health and Safety Responsibility:**

The safety and health responsibilities described herein are representative of those an employee will be responsible/accountable for while performing the essential functions of this job.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Carry out work in a manner so as not to create a health and safety hazard to yourself or others; suggest ways to eliminating hazards.
- Assist in the reduction and controlling of accidents and illness producing conditions in work area by routinely conducting a visual inspection of the work area to identify unsafe work conditions and report time immediately to department supervisor.
- Advise co-workers when he/ she is participating in an unsafe work practice. Report any unsafe work practices immediately to supervisor.
- Report any incidents, near misses, injuries, or illnesses to immediate supervisor.
- Develop a personal concern for health and safety -- for yourself and for others, particularly new employees.
- Read, understand, and comply with workplace health and safety policy, safe work practices and procedures.
- Co-operate with health and safety committee members and representatives.
- Should an injury occur during the course of the workday, report to your Supervisor and complete written Report of First Injury by the end of the work shift on the day injury occurs. Failure to complete and submit Report of First Injury that occurs during a work shift may result in progressive discipline being initiated.