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## D38. WEED CONTROL TECHNICIAN

1. **Position description:** The Chemical Technician must be thoroughly familiar with all aspects of weed control and its applications to include: safe handling of materials, proper mixing and transporting of materials, First Aid procedures in case of an accident or spillage, proper application of materials, proper operation of all equipment, ordering correct materials, interfacing with customers, etc. The Weed Control Technician must be able to work with minimal supervision and conduct all work in a safe manner. The Weed Control Technician must also attend to and complete all paperwork and administrative requirements related to the job while maintaining a professional demeanor.
2. **Reports to:** The Weed Control Technician reports directly to the Chemical Manager/Supervisor.
3. **Skill set and educational requirements:** The Chemical Technician must possess the following skill set and educational background:
  - A. Minimum of a high school diploma or GED. (preferred)
  - B. Possess a valid driver's license and must be insurable on company's insurance policy.
  - C. Have a clean criminal record.
  - D. Legal documentation to verify employment eligibility.
  - E. Physically able to handle the work load of a Weed Control Technician.
  - F. Have full range of mobility in upper and lower body.
  - G. Able to lift 50 pounds without assistance.
  - H. Proficient in English in oral and written forms.
  - I. Has proper applicator's licenses and certifications, if applicable.
  - J. Able to interact with customers in a professional and courteous manner on a daily basis.
4. **Responsibilities:**
  - A. Has a minimum of one year of experience in weed control or other Green Industry field.
  - B. Thoroughly understands all aspects of weed control as defined by Chemical Manager and Company direction.
  - C. Able to operate company equipment: trucks, backpack sprayers, hose reels, motorized spreaders, etc.
  - D. Able to perform all daily preventative maintenance (PM) on company equipment.
  - E. Proficient in or able to learn customer relationship management.
  - F. Meets or exceeds company production standards for weed control work.
  - G. Ensures that jobs are kept on schedule and on budget.
  - H. Ensures that all safety procedures are followed and reports any unsafe conditions to supervisors.

- I. Ensures all workers' compensation insurance claims are properly documented and reported immediately.
  - J. Ensures all accidents are properly documented and reported immediately.
  - K. Looks for extras and up-sales, and communicates them to Chemical Manager as appropriate.
  - L. Ensures all work orders are processed correctly.
  - M. Interfaces with office staff to ensure on-hand inventory of job materials is adequate.
  - N. Ensures that company production standards are met.
  - O. Maintains a clean crew truck at all times.
  - P. Able to fill out and process all necessary job paperwork, purchase orders, and time sheets, etc.
  - Q. Able to interact with clients and potential clients in a professional, courteous and competent manner.
  - R. Able to train a weed control apprentice and maintain a high level of morale.
  - S. Ensures that job cost reports are properly analyzed.
  - T. Thoroughly understands and complies with company policies, procedures.
  - U. Able to work with minimal supervision from Operations Manager/Supervisor, but knows when to ask for assistance.
  - V. Is certified in CPR and First Aid. (preferable)
  - W. Continuing education requirement: minimum of 10 hours per year.
5. **Salary, bonus, and/or commissions:** Commensurate with experience (\$11.00 to \$15.00 per hour).
6. **Appraisal criteria:** The primary appraisal criteria for the Weed Control Technician is to be able to perform all weed control tasks in a safe manner with minimal supervision, while meeting or exceeding company production standards and maintaining a professional demeanor at all times.
7. **Success factors:**
- A. Is a steady and dependable individual.
  - B. Is organized in all areas (personal office space, field operations, crew truck, job sites, etc.).
  - C. Presents himself or herself in a professional manner.
  - D. Initiates action when needed.
  - E. Anticipates problems and plans ahead for needed materials, equipment, and assistance.
  - F. Requires minimal supervision.
  - G. Informs Operations Manager/Supervisor when assistance is needed.
8. **The hidden job description:**
- A. What type of behavior will suit this job?
    - (1) Action oriented.
    - (2) A steady, even-keeled individual.
    - (3) Thorough and pays attention to details.
    - (4) Organized.
9. **Individual profile:**
- A. A self-starter.

- B. Thorough.
- C. Steady and even-keeled.
- D. Capable of working alone and/or training an apprentice.

10. **Professional attitude:**

- A. Customer-service oriented.
- B. Displays a positive, “can-do” demeanor.
- C. Encourages, assists, and supports fellow staff members.
- D. Requires minimal supervision.
- E. Desires to grow professionally and seeks to improve personal skill set.
- F. Seeks out other professionals with whom to network.
- G. Is punctual and energetic.
- H. Accepts and appreciates correctional input/feedback from fellow staff members.
- I. Enjoys working with and contributing to a team.
- J. Maintains high professional standards for neatness, discipline, self-control, and organization.
- K. Is not moody, belligerent, narcissistic, a loner, vindictive, mean-spirited, etc.

11. **Potential career path for next four positions:**

- A. Chemical Trainer.
- B. Chemical Manager.
- C. Account Manager.
- D. Area Manager.