



Tauranga City

## Job description

<b>Title</b>	<b>Operator – Horticulture</b>
<b>Number</b>	TBC
<b>Group</b>	Community Services
<b>Division</b>	City Operations
<b>Reports to</b>	Foreperson and Supervisor
<b>Direct reports</b>	N/A
<b>Date</b>	May 2024

### Job holder commitment

The job holder accepts as a fundamental requirement of their employment that they must demonstrate a personal commitment to:-

- modelling organisational values at all times
- a safe and healthy work environment
- assisting Council to fulfil its Civil Defence responsibilities

At TCC we uphold the principles of Te Tiriti o Waitangi by engaging in an effective and meaningful partnership with tangata whenua. We are committed to developing our knowledge and understanding of te reo Māori, tikanga Māori, Matauranga Māori and our partnership with tangata whenua.

### Job purpose:

The primary purpose of the Operator – Horticulture role is to maintain the public gardens of Tauranga to a very high standard. This is a hands-on and physically demanding role that requires a person that is passionate about gardening and the community. The main goal of the Horticulture Team is to routinely maintain every public garden in the city, ensuring they are aesthetically pleasing but also fit for purpose.

#### Examples of areas the Horticulture Team maintain:

- Reserve gardens such as Yatton Park, Robbins Park and Kulim Park
- CBD / Mainstreet gardens, planter boxes and flower beds
- Splitter islands in residential areas
- Roadside gardens such as Cameron Road

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## Key outcomes and responsibilities:

<p><b>Gardens across Tauranga are well maintained and beautiful.</b></p>	<ul style="list-style-type: none"> <li>• Deliver the work you have been assigned to the best of your ability. Be adaptable as work schedules may change at the last minute due to community concerns or weather issues.</li> <li>• Work collaboratively with your team to get the job done.</li> <li>• Use the team's technology system to accurately track started and completed work including taking photos.</li> <li>• Consistently meet KPI's relating to quality and time.</li> <li>• Possess knowledge of plants (both native and exotic), a basic understanding of soil science and propagation and experience in pest plant (weed) management.</li> </ul>
<p><b>The City Operations Team is always learning and improving.</b></p>	<ul style="list-style-type: none"> <li>• Attend training and development opportunities to upskill yourself on an ongoing basis.</li> <li>• Actively contribute to team toolbox meetings with ideas and issues.</li> <li>• Actively listen and learn from Foreperson/ Supervisor/ Team Leaders and your peers.</li> </ul>
<p><b>The City Operations Team has a team culture that is positive, respectful and focused on health &amp; safety.</b></p>	<ul style="list-style-type: none"> <li>• Prioritise health and safety at all times (your own, our teams and the communities). Follow health and safety guidelines and always ask if you are unsure. Speak up about near misses and safety improvements ideas.</li> <li>• Abide by the NZ Road Code and e-roads (our in-vehicle driver behavior system).</li> <li>• Contribute to the City Ops Teams culture by participating in events, toolboxes, learning sessions and initiatives.</li> <li>• Show respect and care for others.</li> <li>• Don't come to work under the influence of drugs and/ or alcohol or other illegal substances.</li> <li>• Report wrongdoing or misconduct to a leader such as miss use of TCC assets, theft or bullying.</li> <li>• Use common-sense and do what is right for the community.</li> <li>• Show respect TCC's assets, machinery, vehicles and plant.</li> <li>• Engage with the community/ public in an appropriate way. Acting as an ambassador for the TCC.</li> <li>• Communicate any issues or concerns with your leader as soon as possible.</li> </ul>

Please note the job description is not an exhaustive list of requirements, the job holder will be required to perform tasks assigned to them that are not explicitly described in this document.

## What we are looking for:

### Essential

- Honesty and integrity (this is critical).
- A positive attitude and a willingness to listen and learn.
- A track record in being reliable and committed to your work.
- A genuine care for Health and Safety and keen awareness for risks.
- Physically fit and healthy, with the ability to work outdoors on your feet all day in all weather conditions. The ability to lift 10kg.
- Relevant experience in one or more of these fields: gardening, revegetation/ planting, landscaping and pest plant control/ spraying.
- Experience using and maintaining small plant equipment such as hedge trimmers, leaf blowers, weed eaters, chainsaws and spraying kits.
- Experience in traffic management, TMO ideally.
- Relevant qualifications such as NZ Certificate in Horticulture, Grow Safe, First Aid, Chainsaw safety, Primary Industries or similar are a bonus but full training can be provided to the right candidates.
- Good communication skills with the willingness to be a team player.
- A full clean NZ drivers licence.
- Solid technology skills, with the ability to navigate a work flow app on a mobile phone, use online maps and write/ respond to emails.
- The ability to be a positive ambassador for TCC, interacting with all community members in a respectful and appropriate way.
- The ability to pass a pre-employment medical, drug and alcohol testing.

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## Our values

### **Pono / Integrity**

We do what we say we will do

### **Manaakitanga / Respect**

We listen to all views and show we care

### **Whāia te tika / Service**

We do the right thing for our community  
and each other

### **Whanaungatanga / Collaboration**

We work together and create connections