

**COUNTY OF CONTRA COSTA**  
Department of Human Resources



invites applications for the position of:

## **Vegetation Management Technician**

Bargaining Unit: Local 856 - General Services & Maintenance Unit

*An Equal Opportunity Employer*

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**SALARY:** \$31.52 - \$34.75 Hourly  
\$2,521.86 - \$2,780.34 Biweekly  
\$5,464.02 - \$6,024.08 Monthly  
\$65,568.24 - \$72,288.96 Annually

**DEPARTMENT:** Public Works

**OPENING DATE:** 12/28/22

**CLOSING DATE:** 01/18/23 11:59 PM

**THE POSITION:**



**Bargaining Unit: Local 856 - General Services & Maintenance Unit**

The Contra Costa County Public Works Department is seeking qualified individuals to fill Vegetation Management Technician vacancies in the Maintenance Division.

The Vegetation Management Technician may work in a variety of environments including rural, riparian, suburb, and flood control areas but may be asked to assist with general services in spraying other County facilities.

Our mission is to deliver cost-effective, safe, reliable, sustainable projects, programs, and quality services, as well as to provide support services that are competitive, attentive, responsive, efficient, safe, and high quality to our customers and other County Departments.

We became the first County in California to be accredited by the American Public Works Association starting July 2001 and were re-accredited in 2004, 2008, 2012, 2016, and 2020. As an accredited agency, we strive to continuously improve. We review and improve work processes regularly and are currently being re-evaluated for accreditation on a four-year cycle.

**We are looking for someone who:**

- Is self-motivated and enthusiastic about their work;
- Is safety oriented and communicates well;
- Works hard, has integrity, displays honesty and has a positive mindset;
- Is a team player, has a willingness to learn and demonstrates adaptability;

- Displays and understands safety application requirements;
- Has a vision/purpose; and
- Is accountable.

**What you will typically be responsible for:**

- Inspecting and monitoring for prohibited and restricted noxious weeds and undesirable weed growth
- Vegetation integrated pest management techniques
- Maintenance and use of equipment
- Properly mixing appropriate materials
- Handling materials
- Using chemical application methods
- Strict adherence to CDPH, County Agriculture Department Requirements
- Keeping detailed records and notes
- Working in all-weather conditions with required PPE

**A few reasons why you might love this job:**

- It is an excellent opportunity to grow and expand your skill sets
- You will work with dynamic and knowledgeable people
- You will be part of a great team
- There are opportunities for advancement
- Three-day weekends with 4-10's (Monday - Thursday) schedule
- Opportunities for continuing education

**A few challenges you might face in this job:**

- Working outdoors in all types of weather
- Performing strenuous activities
- Taking notes while learning our work area
- Equipment maintenance / Working with power tools
- Different terrain that you might encounter -- slippery, rugged, uneven

**Competencies Required:**

- Attention to Detail: Focusing on the details of work content, work steps, and final work products
- Professional Integrity & Ethics: Displaying honesty, adherence to principles, and personal accountability
- Legal & Regulatory Navigation: Understanding, interpreting, and ensuring compliance with laws and regulations
- Oral Communication: Engaging effectively in dialogue
- Professional & Technical Expertise: Applying technical subject matter to the job
- Reading Comprehension: Understanding and using written information
- Safety Focus: Showing vigilance and care in identifying and addressing health risks and safety hazards
- Delivering Results: Meeting organizational goals and customer expectations and making decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks
- Building & Maintaining Relationships: Establishing rapport and maintaining mutually productive relationships
- Displaying Ownership and Accountability: Holding self and others accountable for measurable high-quality, timely, and cost-effective results
- Listening: Fully comprehending spoken communication
- Environmental Exposure Tolerance: Performing under physically demanding conditions

To read the complete job description, please visit the website; [www.cccounty.us/hr](http://www.cccounty.us/hr)  
 The eligible list established from this recruitment may remain in effect for six months.

**TYPICAL TASKS:**

## MINIMUM QUALIFICATIONS:

**License Required:** Possession of a Valid California Motor Vehicle Operator's License. An out of state valid motor vehicle operator's license will be accepted during the application process.

**Certificate:** Must obtain and maintain a valid Qualified Applicator Certificate issued by the California Department of Pesticide Regulation certifying the holder in categories A, B, C, D, F and G within nine (9) months of hire.

**Experience:** Two (2) years of full-time or its equivalent experience in the eradication of noxious weeds and the management of vegetation.

### **Desirable Qualifications:**

- Possession of a valid Agriculture Pest Control Advisor License in categories A, B, D, E and G
- Experience with landscape and related equipment (pesticide spray equipment, deck and push mowers, trimmers, chainsaws, etc.)
- Training and/or experience in landscape maintenance, greenhouses, etc.

## SELECTION PROCESS:

1. **Application Filing and Evaluation:** Applicants will be required to complete a supplemental questionnaire at the time of application, applications will be evaluated to determine which candidates will move forward in the next phase of the recruitment process.
2. **Multiple Choice Assessment:** Candidates who possess the minimum qualifications will be invited to participate in an online multiple-choice examination. The exam will measure candidates' competencies as they relate to the job. These may include but are not limited to: attention to detail, professional and technical expertise, reading comprehension, and safety focus (**Weighted 100%**)

**The Multiple Choice Exam is tentatively scheduled to take place via computer (remotely) January 24-29, 2023.**

The assessment will be administered remotely using a computer or mobile device such as a tablet. You will need access to a reliable internet connection, as well as a computer or mobile device with a camera to participate in the assessments.

The Human Resources Department may change the examination steps noted above in accordance with the Personnel Management Regulations and accepted selection practices.

For recruitment-specific questions, please contact Rachel Filamor at Rachel.Filamor@hrd.cccounty.us. For any technical issues, please contact the GovernmentJobs' applicant support team for assistance at +1 855-524-5627.

### **COVID-19 VACCINE REQUIREMENTS**

Please note that as of August 24, 2021, Contra Costa County enacted a mandatory COVID-19 vaccine requirement for employees. Proof of full vaccination will be required of all employees, including new hires. The policy requirements can be found here:

<https://www.contracosta.ca.gov/DocumentCenter/View/72164/2021824-Mandatory-Vaccination-Policy-PDF?bidId=>

### **CONVICTION HISTORY**

After you receive a conditional job offer, you will be fingerprinted, and your fingerprints will be

sent to the California Department of Justice (DOJ) and the Federal Bureau of Investigation (FBI).

The resulting report of your conviction history (if any) will be used to determine whether the nature of your conviction conflicts with the specific duties and responsibilities of the job for which you have received a conditional job offer. If a conflict exists, you will be asked to present any evidence of rehabilitation that may mitigate the conflict, except when federal or state regulations bar employment in specific circumstances. Having a conviction history does not automatically preclude you from a job with Contra Costa County. If you accept a conditional job offer, the Human Resources department will contact you to schedule a fingerprinting appointment.

### **DISASTER SERVICE WORKER**

All Contra Costa County employees are designated Disaster Service Workers through state and local law. Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

### **EQUAL EMPLOYMENT OPPORTUNITY**

It is the policy of Contra Costa County to consider all applicants for employment without regard to race, color, religion, sex, national origin, ethnicity, age, disability, sexual orientation, gender, gender identity, gender expression, marital status, ancestry, medical condition, genetic information, military or veteran status, or other protected category under the law.

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Position #GPWC-2022A  
VEGETATION MANAGEMENT TECHNICIAN  
RF

[jobs@hrd.cccounty.us](mailto:jobs@hrd.cccounty.us)

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## **Vegetation Management Technician Supplemental Questionnaire**

- \* 1. The purpose of the questionnaire is to provide applicants the opportunity to elaborate on their qualifications for the Vegetation Management Technician position and to assist the Application Evaluation Board in assessing each applicant's individual qualifications. Your responses to the questionnaire will be used to evaluate your relevant experience and training to determine which applicants will be invited to participate in a competitive oral examination. Do not answer any of the questions by indicating "see attached application or see resume." I have read and understand the above information.  
 I Understand
- \* 2. The minimum qualifications for Vegetation Management Technician require:  
**License Required:** Possession of a Valid California Motor Vehicle Operator's License. An out of state valid motor vehicle operator's license will be accepted during the application process. **Certificate:** Must obtain and maintain a valid Qualified Applicator Certificate issued by the California Department of Pesticide Regulation certifying the holder in categories A, B, C, D, F and G within nine (9) months of hire. **Experience:** Two (2) years of full-time or its equivalent experience in the eradication of noxious weeds and the management of vegetation. Do you meet the minimum qualifications for this classification?  
 Yes    No
- \* 3. Do you possess a valid driver license?  
 Yes    No

- \* 4. How much full time (or its equivalent) experience do you possess in the eradication of noxious weeds and the management of vegetation?
  - I have over 3 years of this experience
  - I have 2 years to 2 years 11 months of this experience
  - I have 1 years to 1 years 11 months of this experience
  - I have some, but less than 1 year of this experience
  - I do not have any experience in this area
  
- \* 5. Do you possess a valid Qualified Applicator Certificate issued by the California Department of Pesticide Regulation certifying you in categories A, B, C, D, F and G?
  - Yes     No
  
- \* 6. Do you possess a valid Agriculture Pest Control Advisor License in categories A, B, D, E and G?
  - Yes     No
  
- \* 7. Do you possess experience with landscape and related equipment (pesticide spray equipment, deck and push mowers, trimmers, chainsaws, etc.)?
  - Yes     No
  
- \* 8. Do you possess training and/or experience in landscape maintenance, greenhouses, etc.?
  - Yes     No
  
- \* 9. I certify that I meet the announced minimum requirements for this examination and understand that I will be eliminated at any stage in such examination if it develops that, in fact I do not meet them. I further certify that all statements made in this supplemental questionnaire and the application are true and I agree and understand that misstatements or omissions of material facts will cause forfeiture of my rights to employment with Contra Costa County.
  - Yes     No

\* Required Question