

Job Description: Herbicide/Fertilizer Technician

➤ **Punctuality, Attendance, Appearance**

- Shows up to work on time each day ready to work
- Completes all tasks within time expectations
- Adheres to company dress code policy
- Wears clean clothes appropriate to weather conditions each day
- Adheres to company policy and goals for in-season and out-of-season attendance
 - Understands and lives out the importance of productivity in season

➤ **Job Quality**

- Understands the relationship between job quality and customer service, and satisfaction and job retention
- Demonstrates strong discipline to thorough, complete, and excellent work
- Consistently is prepared for each day's work by having all needed materials, tools, equipment, and clothing ready
- Maintains a strong shop departure and arrival routine and clarifies expectations to crew members
- Completes paperwork as required daily

➤ **Personal Qualities**

- Shows unquestioned ethics in all affairs, both personally and professionally
- Possess a great attitude and work ethic
- Is committed to daily improvement for himself and his co-workers
- Advances a positive company image and reputation through all actions
- Displays enthusiasm and helps motivate coworkers
- Shows a hunger for more knowledge, responsibility, and growth, both personally and as a company
- Is humble but confident about his abilities

➤ **Interpersonal Skills**

- Treats other people with respect
- Collaborate, support, and help coworkers in such a way that productivity is increased, morale is increased, and relationships are improved
- Is personable and likeable with customers and co-workers

➤ **Education/Experience Requirements**

- While there are no formal education requirements, a successful Herbicide/Fertilizer Technician will have a high level of comfort, a working understanding, and an ability to answer technical questions in the following areas:
 - Fertilizer
 - Composition
 - Typical rates and types of fertilizer for different grass types and seasons
 - Fertigation
 - Chemical Application
 - Safe handling, storage, application, and equipment cleanup
 - Accurate diagnosis of weeds and disease
 - Have or be able to obtain Kansas Commercial Applicator's License - Categories 3B and 7C
 - Be able to utilize John Deere Greenstar GPS guidance
 - Turf maintenance practices including:
 - Herbicide, fertilizer, and fungicide application
 - Seeding, sprigging, and sodding
 - Aeration and top dressing
 - Experience, preferred but not required
 - Two years successful herbicide application experience
 - Comfort with applying herbicides and fertilizers with John Deere ProGator, Toro Workman, or similar turf utility vehicle
 - Equipment repair and maintenance
 - Job sequencing and scheduling
 - Computer and tablet skills including email, Excel, and Word
 - Have and maintain an acceptable driving record as well as any licenses required to complete work (e.g. driver's license, commercial applicator license, DOT commercial driver's license, DOT medical card, backflow certification, etc.)

➤ **Job Duties**

- The success or failure of the herbicide and fertilizer applications performed by Turf Solutions will be his responsibility. A successful Herbicide/Fertilizer Technician will be expected to maintain timely and accurate applications for many types of grasses and on many job sites across Kansas. Applying herbicides and fertilizers is a highly weather dependent job. Applications must be made at the correct time of year, temperature, and wind conditions to be successful.

➤ Field work

- Accurately and in a timely manner apply herbicides and fertilizers to customer properties (mainly sports fields, college campuses, and commercial properties) throughout the state of Kansas
- Diagnose problems with fescue, bluegrass, bermuda, and buffalo grasses and make appropriate recommendations to cure the problem
- Build new fields by installing irrigation installation, installing sod, and sprigging bermuda grass
- Maintain exceptional quality by making regular visits to jobsite
- Attend educational conferences to sharpen skills and gain knowledge
- Execute other maintenance practices including aeration, seeding, and top dressing
- Participate in other operations as needs arise and schedule allows

➤ Shop

- Maintain inventory of herbicides, fungicides, and fertilizers
- Inform Operations Manager of any fertilizer and chemical needs as they arise, ideally at least one week in advance of application
- Maintain and repair equipment and pickups
- Record keeping
 - ❖ Herbicide and fertilizer applications
 - ❖ Equipment repairs and maintenance
- Assist Operations Manager and/or Accounts Receivable with billing questions

➤ Snow Removal

- Snow removal is a part of winter operations at Turf Solutions and most employees will have a role in those operations

➤ Sales

- As a major point of contact with customers on site, there will be many opportunities to sell additional services to customers
- This list is not all-inclusive and applications should expect his responsibilities to be widely varied, especially as seasons change.