

Facilities Management

Landscape Career Path



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COMPETENCIES, SKILLS, AND KNOWLEDGE ARE CUMULATIVE AS STAGES PROGRESS. *Career paths in this group may be customized at each stage for specific departments or areas and for specific projects within those departments or areas.*

Organizational Values: **Examples.....Public Contact, Help others, etc.**

First Stage - Emerging	Second Stage - Proficient	Third Stage - Advanced	Fourth Stage - Expert
<p>TYPICAL WORK:</p> <ul style="list-style-type: none"> Performs basic grounds maintenance/landscape installation including litter, trash barrels, weed pulling, mulching, leaf removal, pruning, watering, snow removal, mowing, weed eating, blowing, aerate, overseed, fertilize, grading, sodding, install trees, shrubs, ground cover, stakes, guywire and roping off. All areas of work are supervised or directed; little to no independent activity. Lift heavy items and perform intensive physical labor in all type of weather. 	<p>TYPICAL WORK:</p> <ul style="list-style-type: none"> Demonstrated proficiencies with basic landscape techniques from Stage 1 with small equipment operation such as mowers, blowers, weed eaters, snow plows, tillers, dump trucks, sod cutters, box edgers, bulb drill, pruners and hand saws. (6 out of 11 required) Demonstrated proficiency in performing assignments related to special events and special projects work as well as identification of need for equipment repair. 	<p>TYPICAL WORK:</p> <ul style="list-style-type: none"> Increasing proficiency and progressive knowledge with landscape techniques and equipment now including tractors, skid steers, loaders, snowplows, chain saws, backhoes, aerovators, spreaders, forklifts and leaf truck. (6 out of 11 required) Those obtaining Registered Tech License (see below) must show proficiency in pesticides & herbicides. Anticipate and solve problems on the job. Assess an area and determine scope and importance of work to be done and do it. Provide senior level guidance while working with a team. Understanding of basic UVa policies/procedures. 	<p>TYPICAL WORK:</p> <ul style="list-style-type: none"> Demonstrated proficiency of extensive knowledge in all areas of landscape maintenance and equipment operation. Fill in when supervisor is absent. Conduct inspections of areas. Knowledge of basic UVa policies and procedures. Organize and schedule teams work when necessary.
<p>KNOWLEDGE AND EDUCATION</p> <ul style="list-style-type: none"> 0 - 2 years' experience Receives on the job training Valid Virginia Driver's License (or ability to obtain within 6 months). <p>Link to development opportunities</p>	<p>KNOWLEDGE AND EDUCATION:</p> <ul style="list-style-type: none"> 2 years min. experience with 1 year at UVA Completion of one course (Computer skills, plant identification, etc.) Completion of Essential Work Skills program Maintain Valid Virginia Driver's License. <p>Link to development opportunities</p>	<p>KNOWLEDGE AND EDUCATION:</p> <ul style="list-style-type: none"> 5 years min. experience with 2 years at UVA High School diploma or equivalent Obtain Registered Tech License or VNLA Certification or PGMS Technician Certification. Obtain Manager Certificate through Mid-Atlantic Horticulture Short Course. Maintain Valid Virginia Driver's License. Virginia CDL License required for those driving the mulch truck. Completion of second development course (Advanced Computers, plant identification, etc.) <p>Link to development opportunities</p>	<p>KNOWLEDGE AND EDUCATION:</p> <ul style="list-style-type: none"> 7 years min. experience with 4 years at UVA Leadership and/or Supervisory Courses Obtain Certified Pesticide License or Advanced PGMS Certification. Obtain Advanced Crew Manager Certificate through Mid-Atlantic Horticulture Short Course. Completion of Horticulture Certificate or equivalent or higher. Maintain Valid Virginia Driver's License. <p>Link to development opportunities</p>

<p>COMPETENCIES: COMPETENCIES ARE CUMULATIVE AS STAGES PROGRESS.</p> <ul style="list-style-type: none"> • Impact • Individual Efficiency • Teamwork <p><u>Link to development opportunities</u></p>	<p>COMPETENCIES: <i>(Attains satisfactory performance evaluation in each competency.)</i></p> <ul style="list-style-type: none"> • Adaptability • Accountable for Results • Works with Passion <p><u>Link to development opportunities</u></p>	<p>COMPETENCIES: <i>(Attains satisfactory performance evaluation in each competency.)</i></p> <ul style="list-style-type: none"> • Develops Self and Others • Quality Focus • Technical/Professional Knowledge <p><u>Link to development opportunities</u></p>	<p>COMPETENCIES: <i>(Attains satisfactory performance evaluation in each competency.)</i></p> <ul style="list-style-type: none"> • Leadership Presence • Communicates Effectively <p><u>Link to development opportunities</u></p>
<p>SKILLS: Skills ARE CUMULATIVE AS STAGES PROGRESS.</p> <ol style="list-style-type: none"> 1. Remembering - Follow Directions 2. Listen, Explaining, Speaking 3. Meet the Public 4. Safety Awareness <p><u>Link to development opportunities</u></p>	<p>SKILLS: <i>(These do not need to be evaluated on LEAD@, but serve as a guide for setting goals and professional development)</i></p> <ol style="list-style-type: none"> 1. Works with Precision 2. Operating - Small Equipment 3. Teaching - entry level worker 4. Setting Up <p><u>Link to development opportunities</u></p>	<p>SKILLS: <i>(These do not need to be evaluated on LEAD@, but serve as a guide for setting goals and professional development)</i></p> <ol style="list-style-type: none"> 1. Motivating 2. Operating - Large Equipment 3. Anticipating 4. Coordinating 5. Handling Detail Work <p><u>Link to development opportunities</u></p>	<p>SKILLS: <i>(These do not need to be evaluated on LEAD@, but serve as a guide for setting goals and professional development)</i></p> <ol style="list-style-type: none"> 1. Organizing 2. Coaching 3. Planning & Inspecting 4. Group Facilitating 5. Supervising, Delegating & Managing <p><u>Link to development opportunities</u></p>