



DEPARTMENT OF HUMAN RESOURCES
CITY & SCHOOLS

CITY OF STAUNTON
POSITION DESCRIPTION

JOB TITLE: Crew Leader – Golf Course	DEPARTMENT: Parks & Recreation
IMMEDIATE SUPERVISOR: Assistant Director of Parks	GRADE/RANK: 11
	FLSA/ESSENTIAL STATUS: Non-Exempt

GENERAL DEFINITION AND PURPOSE OF WORK:

Performs responsible semi-skilled maintenance and construction work on golf course, parks and other assigned areas.

ESSENTIAL FUNCTIONS/TYPICAL TASKS:

The minimum performance expectations include, but are not limited to, the following functions/tasks:

- Coordinates golf course maintenance with pro shop on routine basis and for special events;
- Inspects golf course maintenance and improvements performed by staff and contractors for vendor compliance;
- Prepares routine and ad hoc reports;
- Participates in specifications, estimates and bids for machinery, equipment and contractor services;
- Oversees and assists in the mowing and maintenance of golf course fairways, rough, greens, tees, open spaces, etc.;
- Oversees and assists in sprinkler system maintenance, repair and installation of lines, heads, valves, etc.;
- Oversees and assists in the seeding, fertilizing, top dressing, soil conditioning, watering,

pest and weed control of golf course;

- Communicates plans, policies and procedures to assigned staff members;
- Operates dump trucks, light trucks, tractors, and certain medium or heavy equipment;
- Supervises and participates in the work of unskilled and semi-skilled workers and equipment operators in the repair, maintenance or construction in the municipal parks, grounds, facilities, and golf course;
- Discusses job requirements and receives detailed instructions and adjusts work assignments;
- Operates equipment on job site;
- Applies pesticides according to regulations;
- Trains and instructs subordinates, as required;
- Assists with snow and ice control;
- Records information on pesticide application, and other work related tasks and;
- Performs other related duties as assigned by supervisor.

KNOWLEDGE, SKILLS AND ABILITIES:

Must possess a general knowledge of grounds and facility repair and maintenance practices and of the occupational hazards and safety precautions of the work. Must have a knowledge of pesticides and the ability to supervise the work of others and operate large and small mowing equipment. Must have a knowledge of regulations governing operation of equipment, the ability to make minor repairs on equipment, ability to communicate orally and in writing and have regular and reliable attendance at work.

QUALIFICATIONS/EDUCATION AND EXPERIENCE:

Any combination of education and experience equivalent HS diploma/GED with considerable experience in golf course, landscape, or related maintenance and construction work.

SPECIAL REQUIREMENTS:

Possession of a valid commercial driver's license (CDL) with B endorsement issued by the Commonwealth of Virginia with and a good driving record. Must have a certified pesticide applicator certificate within 6 months of hire. May be required to work Saturdays, week-ends and holidays depending on City activities and events. Position may be required to work in all weather conditions including extreme heat, cold, snow, ice and rain. Position is subject to random drug testing.

PHYSICAL DEMANDS and ENVIRONMENTAL CONDITIONS:

This is physical work requiring the exertion of up to 30 pounds of force frequently to move and

load objects and some heavy work requiring the exertion of up to 50 lbs of force occasionally. Work requires frequent bending, squatting, kneeling, climbing, and reaching above shoulders. Work requires some repetitive tasks using gross and fine motor skills for hands and feet (operating clutch, levers, and knobs). Vocal communication and hearing is required for expressing or exchanging information and instructions by means of the spoken word; visual acuity is required for driving, operation of machines, observing surroundings and activities and ensuring safe traffic conditions. The work is subject to adverse environmental conditions including extreme cold and extreme heat, noise, vibrations, hazards, etc.

ADA:

The employer will make reasonable accommodations in compliance with the American with Disabilities Act of 1990.

SUPERVISORY RESPONSIBILITIES:

Position supervises a small-to-medium crew of employees in the performance of manual labor duties at the golf course, as well as other assigned locations.

EXAMPLES OF EXPECTED DECISION MAKING:

Responsible for identifying maintenance, procurement and repair requirements of equipment, facilities and grounds of parks and golf course, and developing schedules and priorities to execute work. Assigns tasks, documents work of self and subordinate personnel.

This job description in no way states or implies that these are the only duties to be performed by this employee. The Crew Leader – Golf Course will be required to follow any other instructions and to perform any other related duties as assigned by the supervisor. The City of Staunton reserves the right to update, revise or change this job description and related duties at any time.

EVALUATION:

Performance of this job will be evaluated in accordance with city policy, using information from various sources to study and review the position holder's ability and effectiveness in carrying out the above responsibilities.

Approved by: Director of Parks and Recreation and Chief Human Resources Officer

Revised Date: 2019