



Sheridan County is an equal opportunity employer. Sheridan County shall, upon request, provide reasonable accommodations to otherwise qualified individuals with disabilities.

This job description is intended to reflect core areas of responsibility and an incumbent employees' knowledge and skill set needed to complete those functions. This document is not intended to catalog each individual duty; employees are routinely called upon to address emerging employer requirements in alignment with individual work units and assignments of jobs. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer change.

Job Title: Weed Foreman	FLSA Status: <input checked="" type="checkbox"/> Non-Exempt <input type="checkbox"/> Exempt
Department: Weed	Reports to: Weed Supervisor

Work Unit Overview: The Weed Department implements an effective noxious weed management program for the protection of open space and natural and agricultural resources of Sheridan County.

Job Summary: The Weed Foreman is responsible for weed control through the proper application of pesticides in accordance with Federal, state and county laws. Duties include noxious weed identification, safely handling and properly mixing chemicals, spraying, performing light maintenance and calibration of weed spraying equipment, and overseeing the Weed Sprayers.

Essential Functions (Major Duties or Responsibilities): *These duties are the essential functions and are not all-inclusive of all duties that the Weed Foreman performs.*

- Receive and review work assignments and coordinate with the weed sprayers and the Weed Supervisor to determine the time, equipment, and personnel necessary to complete weed spraying and weed control projects.
- Identify noxious and undesirable vegetation in assigned areas to determine what type of chemicals or equipment is necessary to remove or control them.
- Assist the Weed Supervisor with work schedules and directing the weed sprayers by determining the location, time, equipment, and personnel necessary to complete weed spraying and weed control projects.
- Mix and apply pesticides and herbicides in accordance with work orders and record or log all sprayed areas in accordance with department policies. Review chemical labels and Safety Data Sheets (SDS) for each product before application. Calculate mix ratios and compute how much spray is necessary for a given area.

- Perform spraying operations using broad jet, wide boom and hand-line systems according to department policies and procedures and applicable laws.
- Operate vehicles and application delivery systems including a spray truck, four wheelers, four wheel drives, and other weed control equipment. Adhere to all department safety standards including observing weather conditions, traffic, water and animals that may affect spraying operations.
- Calibrate and perform light maintenance duties of all spray equipment according to established procedures and manufacturer specifications.
- Provide information, rentals, materials and technical assistance to support the public in effective noxious weed management.
- Properly dispose of empty containers and rinse materials and maintain the appearance and cleanliness of the facility.
- Operate specialized equipment and hand tools used in cutting, gathering, and removing noxious weeds including weed whackers, mowers and related county equipment.

Non-Essential Functions:

- Compile and submit activity reports, equipment logs, inspection reports, and other records to provide accurate, complete, and timely information.
- Perform other duties as assigned including but not limited to managing special projects, attending meetings and conferences, providing backup for other staff, participating in training, etc.

Physical Demands and Working Conditions:

- Frequently required to stand, sit, write, read and use hands to handle or feel objects.
- Occasionally required to lift and/or move up to 50 pounds.
- Frequently works near moving or mechanical parts; with fumes or airborne particles; with toxic or caustic chemicals in outdoor weather conditions and with vibration. The employee occasionally works in extremely hot outdoor conditions with risk of electrical shock.
- The noise level in the work environment is usually moderate and the employee may be exposed to hazardous fumes or products.

Supervision Exercised:

This position supervises the Weed Sprayers in the Weed Department.

Knowledge, Skills, and Abilities:

The job requires knowledge of basic math in order to make computations; knowledge of the weeds and crops grown in Montana and the appropriate herbicides that manage undesired vegetation; and knowledge of 2 and 4 wheel drive vehicles used for delivery of chemicals.

The job requires skill in the calibration and safe operation of application and spraying equipment; driving standard/manual transmission; the operation of a computer; map reading; and customer service.

This job requires the ability to mix the correct herbicide and determine proper conditions for application of the herbicides; to monitor and maintain safety protocols; to work and communicate effectively in person and via phone or two-way radio; to read, understand and follow instructions and SDS sheets and labels; and to read and understand maps. This job also requires the ability to recognize and identify noxious and undesirable vegetation and distinguish between agricultural crops; able to operate hand power tools, chainsaws, four wheelers and other related equipment.

Education and Experience:

This job requires education and experience equivalent to graduation from high school or GED and one (1) year experience with chemicals including pesticides/herbicides. Equivalencies include course work in agriculture or related field, certification as a licensed pesticide applicator and one (1) year of experience in weed management operations.

New employees must attend training sessions and pass the Department of Agriculture Pesticide Applicator License exam in Weed Right-of-Way category within 2 weeks of start date. The County will provide and pay for the necessary training and testing.

Required to complete 1st Aid Training by June 15th of the year hired.

Requires a valid Montana Driver's License.