

IOWA DEPARTMENT OF ADMINISTRATIVE SERVICES ▼  
HUMAN RESOURCES ENTERPRISE  
**NURSERY WORKER 2**

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**DEFINITION**

Leads two or more employees, volunteers, inmates or residents in greenhouse operation and related landscaping maintenance work; performs related work as required.

**The Work Examples and Competencies listed are for illustrative purposes only and not intended to be the primary basis for position classification decisions.**

**WORK EXAMPLES**

Assists supervisor by performing such duties as instructing employees, answering questions, distributing and balancing the workload and checking work; may make suggestions on selection, promotions and reassignments.

Plants, prunes, ties, trains, and generally cares for rose bushes, trees, shrubbery and plants in the greenhouse and on the grounds.

Prepares flowerbeds, selects plant types, and maintains beds by weeding, cultivation, edging, hoeing and general cleaning.

Inspects plants, shrubs and trees for diseases and insect control.

Assists in the propagation work; mixes and applies spray materials.

Controls greenhouse temperatures and plant watering; inspects plants for insects and diseases.

Operates a tractor and other implements in conjunction with nursery activities.

Plants, transplants, and pots plants; designs flower and plant arrangements and displays.

Trains others in seeding, propagating, rooting, potting, cultivating, edging, and all other duties related to garden operation.

**COMPETENCIES REQUIRED**

Knowledge of the practices, procedures, and equipment for raising flowers, plants, trees and shrubbery.

Knowledge of the procedures followed to protect flowers, trees, and shrubbery from attacks by insects and diseases.

Knowledge of symptoms of common diseases and insects pests which may attack plants.

Knowledge of common varieties of plants and flowers generally used in garden and floral displays.

Ability to understand and execute oral and written instructions as required to raise and care for plants.

Ability to operate and maintain gardening tools, equipment, and materials skillfully and safely.

Displays high standards of ethical conduct. Exhibits honesty and integrity. Refrains from theft-related, dishonest or unethical behavior.

Works and communicates with internal and external clients and customers to meet their needs in a polite, courteous, and cooperative manner. Committed to quality service.

Displays a high level of initiative, effort and commitment towards completing assignments efficiently. Works with minimal supervision. Demonstrates responsible behavior and attention to detail.

Responds appropriately to supervision. Makes an effort to follow policy and cooperate with supervisors.

Aligns behavior with the needs, priorities and goals of the organization.

Encourages and facilitates cooperation, pride, trust, and group identity. Fosters commitment and team spirit.

Expresses information to individuals or groups effectively, taking into account the audience and nature of the information. Listens to others and responds appropriately.

#### **EDUCATION, EXPERIENCE, AND SPECIAL REQUIREMENTS**

Experience equal to three years of full-time work growing, transplanting and cultivating flowers, plants, shrubs or trees;

OR

an equivalent combination of education and experience, substituting six semester hours or academic equivalent in horticulture from an accredited college or university for each year of the required experience;

OR

employees with current continuous experience in the state executive branch that includes experience equal to two years of full-time experience as a Nursery Worker 1.

Effective Date: 5/99 GRC