

## CITY OF ST. LOUIS CLASSIFICATION SPECIFICATION

### CLASSIFICATION

**TITLE:** Urban Forestry Superintendent

**CLASS CODE:** 3656

### GENERAL DESCRIPTION OF DUTIES:

Incumbents plan, organize, supervise and coordinate urban forestry field maintenance operations.

### DISTINGUISHING CHARACTERISTICS:

This is an advanced journey-level forest conservation classification in the Parks Maintenance Series – Urban Forestry Group job family within the City of St. Louis. Incumbents perform a variety of moderately complex duties. The distinguishing characteristics of this classification within the series include responsibility for planning and directing day-to-day forest maintenance activities and supervise subordinate maintenance supervisory personnel.

Incumbents work under general direction. They are generally in charge of an organizational unit, plan and carry out assignments with considerable independence, and have some latitude in developing procedures and methods. Supervision is given by occasional conferences.

This is a supervisory class, delegated on a regular daily basis the accountability and signature authority, for actions and decisions that directly impact the pay status and tenure of **two or more full time equivalent** positions. The supervisory duties must include:

Providing documentation to support corrective and disciplinary actions;

Signing performance plans and appraisals;

Resolving informal grievances or formal grievances at the first step; and

Starting the hiring process, interviewing applicants and recommending hires, transfers or promotions.

The supervisor has authority to plan, organize, assign and direct the work of other agency employees, and is accountable for the work performance of those employees.

**EXAMPLES OF WORK (Illustrative Only):**

*(The list of duties is intended to be representative of the duties performed in positions within this classification. It does not include all the duties that may be assigned to a position and is not necessarily descriptive of any one position in this class.)*

Plans, organizes, assigns and directs the work activities of subordinate staff to realize the unit's work goals and to ensure the consistent application of unit and/or technical policies, procedures and guidelines.

Confers with and counsels subordinate staff to exchange information and/or explain work policies, procedures and guidelines; and identify work-related problems, problem characteristics, impact and formulate possible solutions.

Reviews and compares work performance and/or products of subordinate staff with established standards to determine employee production levels, training needs and to determine for recommendation to agency management appropriate personnel actions such as promotions, disciplinary actions, status changes, separations and grievance dispositions.

Trains subordinate staff in the work principles, policies and or procedures to maintain and/or improve the production levels of employees in accordance with established work performance standards.

Receives and responds to requests for service, complaints and concerns from the public, city officials and other city departments regarding down/dangerous trees and other forestry matters.

Inspects urban forests in parks, right-of-ways, abandoned properties, on other city property and as requested for maintenance needs and removal.

Oversees equipment maintenance, repair and replacement. Evaluates new forestry equipment for city use.

Responds to weather emergencies.

Performs other duties as assigned.

**KNOWLEDGE, SKILLS AND ABILITIES:**

**Data Utilization:**

Requires the ability to perform mid-level data analysis including the ability to audit, deduce, assess, conclude and appraise. Requires discretion in determining and referencing such to established criteria to define consequences and develop alternatives.

**Human Interaction:**

Requires the ability to manage and direct a large group of employees, including first-line supervisors. Oversees and controls employee discipline, selection and allocation, and planning of human resources.

**Equipment, Machinery, Tools and Materials Use:**

Requires the ability to operate, maneuver and/or provide simple but continuous adjustment on equipment, machinery and tools such as motor vehicle, two-way radio, telephone, and/or materials used in performing essential functions.

**Verbal Aptitude:**

Requires the ability to utilize a variety of advisory data and information such as work orders, work reports, time sheets, payroll reports, job applications, performance appraisals, personnel policies, job assignments, maps, street guides, vehicle maintenance reports/schedules, pesticide regulations, worker safety regulations, material safety data sheets, technical operating manuals, ordinances, statutes, procedures and guidelines.

**Mathematical Aptitude:**

Requires the ability to perform addition, subtraction, multiplication and division; calculate percentages, decimals and fractions.

**Functional Reasoning:**

Requires the ability to apply principles of influence systems such as supervision, leading, teaching, directing, planning and coordinating. Ability to exercise independent judgment to apply facts and principles for developing approaches and techniques to problem resolution.

**Situational Reasoning:**

Requires the ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against sensory, judgmental and/or subjective criteria, as opposed to criteria that are clearly measurable or verifiable.

**Environmental Factors:**

Tasks may risk exposure to adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, rain, fumes, temperature and noise extremes and machinery.

**Physical Requirements:**

Requires the ability to lift up to fifty (50) pounds when unloading supplies.

Requires the ability to stoop, crouch, bend, twist and climb to inspect trees.

**Sensory Requirements:**

Requires the ability to recognize and identify similarities or differences between characteristics of colors and shapes associated with job-related objects, materials and tasks to identify trees in need of removal or trimming. Requires the ability to clearly distinguish objects at close and far range.

The City of St. Louis is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City of St. Louis will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the City.