

Saratoga Sod Farm  
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[www.saratogasod.com](http://www.saratogasod.com)

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## **Job Description**

**Job Title:** Production Team Member

**Present Incumbent:** None

**Supervisor:** Production Foreman

**Term of Employment:** Seasonal (April 1- December 15) Approximately

**Salary:** Hourly Rate: \$7.00 to \$9.00 depending on experience

**Work Hours:** 8-10hours daily, starting from 4-7 am.

**Average Hours per Week:** 55 hours, Monday-Saturday

**Overtime:** Time and a half paid after 55 hours.

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### **I. Purpose**

To facilitate proper establishment, management, and harvest of top quality cultivated turfgrass sod. To assist on farm equipment maintenance and repair, if possible. To train for production foreman position, and to portray a company image of professionalism and excellence to the public.

### **II. Working Relationships**

The production worker takes directions from the production foreman and communicates with all other employees and managers frequently. Also, the production worker comes in contact with both wholesale and retail customers on a regular basis.

### **III. Job Duties**

- Sod harvesting (45%)
- Turf maintenance, mowing, fertilization, rolling and irrigation set-up and operation (30%)
- Odd jobs (10%)
- Machinery maintenance and repair (5%)
- Wholesale and retail sod sales (5%)
- Training and research necessary to stay abreast of new technology in the sod industry (5%).

### **IV. Working Conditions**

Outdoor work in all weather conditions (dirty, windy, wet, hot, dry, cool or just perfect). Overtime may be necessary when we are busy. Heavy lifting and physical exertion will be necessary.

### **V. Job Experience**

Interest in agricultural production, knowledge and experience in turfgrass maintenance, knowledge and experience in equipment maintenance and repair, interpersonal communication skills, experience in operating farm equipment, basic knowledge of environmental conservation and farm safety.

## VI. Skills

Min. level Required:

Category

H	Flexibility
H	Customer Service Orientation
M	Oral Communication
M	Leadership
M	Planning/Organization
M	Judgment
M	Stress Tolerance
M	Sensitivity
M	Initiative
L	Written Communication
L	Delegation
L	Salesmanship
L	Mgmt. Control

L-Low

M- Medium

H- High

## VII. Additional Selection Criteria

Shop skills (diesel engine repair, Arc/O-A welding, etc.)

## VIII. Performance Factors

Attendance and punctuality, quality of sod throughout the year, timeliness of harvest, condition and down time of machinery and ability of labor to work as a team.

08/08