TOWN OF LADYSMITH

Celebrate our Present. Embrace our Future. Honour our Past.

Date Posted: November 19, 2026

The Town of Ladysmith provides its employees the opportunity to make a positive and meaningful impact on the daily lives of the public we serve. Are you looking for a dynamic and interesting career? The Town of Ladysmith is seeking self-motivated professionals for our Parks Department.

TEMPORARY FULL TIME
PARKS MAINTENANCE WORKER III/ARBORIST
(1 Position)
Internal/External Competition #2026-43

Department:	Infrastructure Services; Parks
Duties:	See attached Job Description
Required Qualifications:	See attached Job Description
Rate of Pay:	Band 14 - $41.27 per hour
Hours of Work:	40 hours per week for eight (8) weeks; Estimated start date: January 4, 2027 **Actual dates may vary depending on the timing of the employee leave and operational requirements.**
Conditions of Employment:	Automatic wage deposit Applicant must provide proof of legal eligibility to work in Canada
Union:	Canadian Union of Public Employees (C.U.P.E.) Local 401
Benefits:	As per the Collective Agreement
Reporting To:	Parks Maintenance Supervisor

This job posting will remain open until 4:00 PM December 2, 2026. For further information please contact Len Thew, Manager of Operations at 250.245.6447; lthew@ladysmith.ca

If you are interested in applying for the position, send a cover letter and detailed resume which notes your qualifications and experience relevant to the job description in a **WORD or PDF** format:

Trish McConnell, Manager of Human Resources
Email: careers@ladysmith.ca ; Ph: 250.245.6412

We would like to thank all who apply, but only those applicants selected for an interview will be acknowledged. Per CUPE Agreement Article 15.02: "applicants for this position shall agree that in the event of a grievance regarding filling of this posting, interview and selection documentation shall be released to the union."

The Town of Ladysmith is committed to diversity and inclusivity in our employment practices. We are an equal opportunity employer that is committed to inclusive, barrier-free recruitment and selection processes.

Inclusive Employer CERTIFIED

TOWN OF LADYSMITH

POSITION DESCRIPTION

TITLE: PARKS MAINTENANCE WORKER III – ARBORIST

DEPARTMENT: PARKS

DIVISION: INFRASTRUCTURE SERVICES

CATEGORY: UNION CUPE LOCAL 401

BAND: Band 14

GENERAL ACCOUNTABILITY

Reporting to the Parks Maintenance Supervisor the Parks Maintenance Worker III - Arborist is responsible for carrying out skilled arboricultural work of considerable variety for an assortment of native and non-native tree species. General duties include planting, cultivation, pruning and removing trees, pest and disease control, and climbing trees of considerable height for pruning or branch removal. In addition, the Parks Maintenance Worker III – Arborist is expected to participate in the construction, renovation and maintenance of various landscaped and horticultural areas on civic grounds throughout the Town of Ladysmith. These duties will normally be carried out under limited supervision with tasks assigned and inspected as necessary.

PRIMARY DUTIES AND ACCOUNTABILITIES

- Plant and transplant woody trees, including site preparation, backfilling, staking, watering, and mulching.
- Remove trees and perform stump grinding as needed.
- Identify plants, select rigging gear, and fall, limb, buck, and prune trees for various reasons. Haul and chip any resulting brush.
- Evaluate trees for disease and pest problems, and perform treatments as needed.
- Support trees and breaking branches by securing cables and braces.
- Manage tree nutrient and water supply and consumption.
- Maintain records of work performed.
- Identify potentially hazardous trees and other tree-related problems.
- Carry out the assessment, evaluation and rating of trees for hazard and retention potential and recommend suitable species/varieties for specific sites and the Town as a whole.
- Calculate the monetary value of trees.
- Direct various parks maintenance employees and contractors in a number of tasks involving tree work such as pruning, wildlifing, hazard tree removals, tree planting and transporting, transplanting, watering, fertilizing and spraying as required.
- Exercise considerable independence of judgment within established guidelines and refer any unusual or contentious matters to the Senior Parks Maintenance Worker.
- Operate an aerial lift truck.
- Fertilize, weed, lime, top dress, aerate, and irrigate parks, boulevards, lawns, planters and flower beds.
- Plant and prune flowers, shrubs, trees and grasses.
- Operate push mowers, power mowers, tractor mowers, weed eaters, spray equipment aerators, fertilizer spreaders and seeding equipment.
- Operate tractor mounted boom type flail mowers.
- Adhere to safety policies and regulations as established by WorkSafe BC, the Occupational Health and Safety committee, the Town of Ladysmith and regional and municipal statutes.

- Responsible to document various goods and materials upon removal from inventory to ensure current supply levels are reflected accurately.
- Assists in the development of safety protocols and efficient work practices.
- Attends professional development training as directed.
- Other related duties as required.

REQUIRED QUALIFICATIONS, KNOWLEDGE, SKILLS AND ABILITY

1. Completion of Grade 12 or equivalent (GED)
2. ISA arborist certification, ITA arborist technician certificate, ITA climbing arborist certificate of qualification, ITA bucking and falling endorsement, Arboriculture Canada tree appraiser certificate, Tree Risk Assessment Qualification Certification
3. Minimum of three (3) years recent and relevant experience. An equivalent combination of education and experience may be considered.
4. Considerable knowledge of arboricultural principles, practices and techniques, and of tree species, diseases, pests and treatment methods.
5. Demonstrated ability to develop, implement and coordinate arboricultural plans, policies and procedures and arboricultural care standards.
6. Demonstrated ability to conduct inspections, assess tree related problems, diagnose tree diseases and determine required action, and perform skilled arboricultural work including pruning, planting and tree removal as required.
7. Demonstrated ability to fulfill assigned duties in all weather conditions.
8. Valid flagging certificate.
9. Valid Workplace Hazardous Material Information System (WHMIS) certificate.
10. Valid B.C. driver's license - class 5 with air brake endorsement.
11. BC Pesticide Applicator's certificate is an asset
12. Demonstrated knowledge of safe work procedures, practices and obligations.
13. Demonstrated proficiency in the safe operation of motorized vehicles and equipment and, various infrastructure services tools and light industrial equipment including but limited to:
    - Aerial lift truck
    - Chipper
    - Tractor / Flail / Implements
    - Skid Steer
    - Bobcat Trail Unit
    - Rotary / Zero Turn Mowers
    - Bucket Truck
    - Single Axle Dump Truck
    - Forklift
    - Small Equipment
14. Demonstrated initiative with specific direction; completing tasks by removing barriers and locating necessary resources.
15. Demonstrated ability to communicate effectively in a wide variety of situations applying diplomacy and interpersonal skill to establish and maintain productive relationships.
16. Demonstrated high level of focus on internal and external client service continuously seeking ways to meet and exceed expectations.
17. Demonstrated ability to work cooperatively within a team and with Town employees, stakeholders and partners to achieve optimal results.
18. Demonstrates valuing diversity.