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THE CITY OF REDWOOD CITY  
INVITES APPLICATIONS FOR:

## LEAD LANDSCAPE GARDENER

#25A-6

### SALARY:

\$ 7,505.62 to \$9,121.69 / Monthly

**Closing September 29, 2025  
at 11:59pm**

(Opened September 8, 2025)

### Application Process:

Apply online at

[www.CalOpps.org](http://www.CalOpps.org)

Member Agency: Redwood City

Candidates with a disability, which may require special assistance in any phase of the application or selection process, should advise the Human Resources Division upon submittal of application.

### Selection Process:

In-Person

*Practical Exercise & Oral Board Interview*  
tentatively scheduled for  
**October 30, 2025**

All applications will be reviewed for completion, relevant education, experience, training, and other job-related qualifications. Those who best meet the stated qualifications and requirements for the position will be invited to participate in the selection process. The specifics of the selection process will be communicated to those selected candidates.



### ABOUT THE CITY

We offer a wide range of meaningful career opportunities with potential for growth, training and development, competitive salaries, flexible work schedules, paid time off, and robust benefits. The Redwood City team is guided by **core values of excellence, integrity, service inclusion, collaboration and innovation.** Inherent in these values is a great organizational culture based on trust, strong and supportive leadership, respect, risk-taking, empowerment, and effective communication.

The community is known for its inclusivity, strong engaged neighborhoods, and civic pride. The City works diligently to maintain positive and productive relationships with community partners, together providing outstanding services, programs and opportunities for residents and businesses. This mix of tradition and progress, community and diversity, makes Redwood City an extraordinary place to work and call home. If you're looking to grow your career as a part of a hard-working and fun Finance Department team that fosters innovation, creativity and collaboration, we hope you'll apply.

### ABOUT THE POSITION

Within the Parks, Recreation and Community Services Department the **LEAD LANDSCAPE GARDENER** will perform a variety of semi-skilled and skilled work and be involved in the development, maintenance and repairs of City parks, medians, landscaped areas and athletic fields; assist in supervision of Landscape Gardeners and part-time personnel, and operate a wide variety of landscape maintenance equipment.

NOTE: May be required to travel between various locations during scheduled work shift and drive vehicles used to transport materials, tools, and equipment.

Typical duties include, but are not limited to:

- Operate mowers, tractors, trencher, vehicles, equipment, and utilize a variety of hand and power tools in park landscape maintenance work; assist in routine maintenance of such equipment.
- Perform minor routine maintenance of sprinklers.
- Prepare and maintain athletic fields and related facilities; clean restrooms and pick up litter around parks and medians.
- Assist in the requisition and purchase of materials and supplies.
- Water, mow, weed, trim, renovate, and fertilize lawns; prune trees and shrubs; plant trees, flowers, and shrubs.
- Apply herbicides, fungicides, and pesticides safely; maintain records of fertilizers and chemicals used.
- Read and interpret blue prints; make minor design changes in parks.
- Supervise and train less experienced personnel.

### THE IDEAL CANDIDATE

Will meet the qualifications listed; embrace the City's emphasis on excellent customer service; will possess excellent communication, interpersonal and problem-solving skills; will be detail-oriented and able to manage multiple tasks; will use initiative and independent judgment; and will be a team player who enjoys working with a variety of City staff and the public.



## BENEFITS

The successful candidate will enjoy the following benefits:

- **Public Employees Retirement System (PERS)** 2%@60 for current "classic" members, 2%@62 for new members
- **Health Insurance:** Opportunity to select from a variety of health plans that are administered by PERS; Maximum City contribution is \$2,373.74/month
- **Dental & Vision Insurance:** The City pays 95% of the premium
- **Life Insurance**
- **Employee Assistance Program**
- **Vacation Leave:** 10-25 days per year
- **Sick Leave:** 12 days per year
- **Paid Holidays:** 18 days per year
- **Bereavement Leave:** up to 3 days
- **Free Fitness Center** access at City facilities
- **Education Reimbursement Program** up to \$1,500 annually
- **Commuter Program:** City matches up to \$100/month on commuter expenses.

## CITY VALUES



## MINIMUM QUALIFICATIONS

*Any combination of experience and education that would likely provide the required knowledge and abilities are qualifying. A typical way to obtain the knowledge and abilities would be:*

### Experience & Education:

Equivalent to the completion of the twelfth grade supplemented by college or technical training specializing in horticulture or park maintenance. Two years of experience performing increasingly responsible duties in park landscape maintenance work.

### Licenses & Certificates

- Possession of, or ability to obtain an appropriate, valid California Driver's License.

Within 12 months of hire, possession of either:

- A) Qualified Applicator Certificate (QAC) with Category "B" Landscape Maintenance classification issued by the California Department of Pesticide Regulation
- OR
- B) Qualified Applicator License (QAL) with Category "B" Landscape Maintenance classification issued by the California Department of Pesticide Regulation

### Knowledge of:

- Methods, tools, materials and equipment used in ground maintenance work.
- Plant pests and diseases, and methods of their control and eradication.
- Common landscape plants.
- Fertilizers and their application.
- Principles and techniques of horticulture pertaining to park landscape maintenance.
- Irrigation systems and operation.
- Safe work practices.

### Ability to:

- Operate safely a variety of equipment used in grounds maintenance.
- Organize and implement day-to-day work activities.
- Understand and carry out both oral and written directions.
- Assist and train less experienced personnel.
- Read and understand blueprints.
- Work independently and in a team-based environment.
- Plant and cultivate lawns, flowers, plants, shrubs and trees.
- Mix and apply herbicides and pesticides.
- Establish and maintain effective work relationships with those contacted in the performance of required duties
- Deal with the public in a positive manner.
- Work weekends as required.

### Work Environment:

*Essential duties require the following physical abilities and work environment:*

- Must be able to perform heavy manual labor and work outside in varying climatic conditions.



**A City application and supplemental questionnaire is required.** Prior to appointment, candidates will be required to pass a background check (at no cost to the candidate) including the following:

1. Criminal History Check
2. DMV Check
3. Pre-employment Physical
4. References

\*Note – Internal candidates may be required to complete the above-mentioned requirements.

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**SUPPLEMENTAL QUESTIONNAIRE  
LEAD LANDSCAPE GARDENER #25A-6  
CITY OF REDWOOD CITY**

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*Please provide answers to the following questions. Failure to answer the questions will result in an incomplete application packet and your application will not be considered for the position. (Questionnaire responses must be submitted with the employment application.)*

1. Describe the steps you have taken to best position yourself to become a Lead Landscape Gardener. What training, education or certificates have you obtained to advance your professional career?
2. If you were tasked with a distribution uniformity audit for a 100'x100' turf area, what steps would you take to complete the audit? What other considerations should be included for setting the final application rate for each head or zone?
3. A 12'x175' median is due for a semi-annual maintenance. The median includes perineal grasses. You are given a 6-hour window for one day to complete the work and you have a crew of 5 to utilize. Outline the project from start to finish, including the equipment needed and the tasks you will assign to each member of your crew.
4. Do you possess a Certified Commercial Applicator License or Qualified Applicators Certificate from the State of California?  
  
☐ Yes  
☐ No

**The City of Redwood City is proud to be an Equal Opportunity Employer!**

*The Immigration Act of 1986 requires proof of identity and eligibility for employment at date of hire.  
Any provisions contained in this bulletin may be modified or revoked without notice.*