



## Hydroponics Tech

### What and Why

The Hydroponics Tech is a key part of a dynamic and motivated Horticulture team. The CMZ Hydroponics Tech will participate in all aspects of the shipping container farm operations including start-up of new container farms, daily crop production and protection activities, and cleaning / maintenance of farms. The hydroponics tech will also be available to assist the horticulture team on grounds as needed. This role will report to the Hydroponics Specialist and the Manager of Hydroponics and Water Quality.

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### Position Details

- **Non Exempt Position**
- **Normal Schedule:** 7:00 AM to 4:00 PM, five consecutive days per week

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### Position Requirements/Responsibilities – Hydroponics Program

- Allocate approximately 80% of time to hydroponics program, 20% to Hort on grounds; allocation of time will vary seasonally
- Cooperate with horticulture team for additional coverage for hydroponics program as needed
- Perform day to day hydroponics activities including but not limited to seeding, transplant, harvest, cleaning, yield data collection, irrigation system management, plant nutrition maintenance, and proactive disease / pest monitoring and management
- Engage with guests showing interest in the farms (goal is one to two guest 'defining moments' a day per 1000 guests)
- Contribute to presentations to all staff, docents, or senior leadership covering recent and current accomplishments and issues in the container farms as requested
- Participate in tracking inventory for the container farms
- Participate in communication with commissary department and keepers
- Contribute to plans managing seasonal crop rotations to adapt to the needs of the animals and fresh produce demands.
- Supervise volunteers in shipping container farm operations as assigned by management
- Ensure product quality at harvest.
- Understand and follow SOP's related to all hydroponic growing processes.

### Direct Reports

- Volunteers in the container farms

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### Key attributes that will lead to success:



- A solid combination of education and experience in horticulture, green house operations, hydroponics, and other related skills.
- Substantial education and/or experience in hydroponic farming.
- Background and ability to understand nutrient management and hydroponic nutrient solutions as well as integrated pest management (IPM).
- Strong ability to communicate with team members and guests
- The ability to be detail oriented and data driven

#### **Qualifications and Requirements:**

- Must submit to and pass a pre-employment drug/alcohol screening including marijuana.
- Minimum High School Education or GED equivalent is required. Some relevant college preferred.
- Must have appropriate combination of education and experience to fulfill the job responsibilities.
- Must be able to work non-traditional work week to cover the needs of the department, projects, and events.
- Must be able to provide proof that you can legally work in the United States.
- Must have a valid Driver's License and be insurable as a driver in the state of Colorado.
- Must have excellent written and verbal communication skills
- Skilled in establishing and maintaining effective working relationships with co-workers, vendors, Zoo staff, and the public.
- High energy for a fast-paced work environment
- Computer Proficiency in Word, Excel, internet and email.
- Experience working in agronomy or horticulture research facilities highly desired
- Experience managing high-end and innovative indoor tropical landscapes highly desired

#### **RESPONSIBILITIES AND DUTIES:**

##### **ORGANIZATIONAL EXPECTATIONS:**

- Ensure discretion with confidential information.
- Maintains courteous, helpful and professional behavior on the job. Will support the success of the entire team by promoting a collaborative work environment.
- Adheres to all CM Zoo Policies and Procedures, CM Zoo Safety Policies and Procedures USDA guidelines and OSHA safety guidelines.
- Consistently contributes to problem-solving and cooperates with identified resolutions.
- Must demonstrate regular attendance and punctuality.
- Brings issues and process improvement ideas to the attention of supervisors.



- Maintains verbal and written skills required for the position.
- Attends meetings and participates in committees as required.
- Completes trainings as required.
- Adheres to Company Dress Code Policy. Always "Zoo Crisp!"
- Demonstrates appropriate level of time management in support of co-workers and the entire team.
- Represent the Zoo in a professional manner

#### **DEPARTMENTAL EXPECTATIONS:**

- To educate, entertain and provide exemplary guest service experiences for all Zoo visitors through various programs, activities and continuous guest interaction.
- To provide a safe environment for the animals, themselves, co-workers and Zoo guests by identifying and addressing or reporting potential safety hazards.
- Must be a self-starter, take initiative, possess a high level of multi-tasking ability under high degree of pressure and be able to work with limited supervision to complete tasks in a timely manner.
- Must be a cooperative and collaborative member of the team and able to handle interruptions and requests for information and assistance from employees with an attitude of good customer service.
- The ability to prioritize tasks and use time effectively is essential.
- Maintain a clean, hazard free work area.
- Ability to lift heavy objects upward of 50lbs repetitively.
- Responsibility to recognize unsafe conditions in accordance with state and local authority and reports it appropriately.
- Ability to use a variety of tools both hand and power and to operate motor vehicles safely.
- Responsibility to care for tools, machinery, and vehicles during their operation.
- Ability to work under exigent circumstances to finish tasks in emergencies.
- Maintain integrity and honesty in the performance of duties.
- Other duties as requested/assigned.

#### **INDEPENDENT ACTION**

Must be a self-starter, take initiative, possess a high level of multi-tasking ability under high degree of pressure and be able to work with limited supervision.



## **EXTERNAL AND INTERNAL RELATIONSHIPS**

Must be a cooperative and collaborative member of the team and able to handle interruptions and requests for information and assistance from employees with an attitude of good customer service.

## **ACCURACY AND EFFECTIVE TIME MANAGEMENT**

The need for timeliness for other required activities creates pressure. The ability to prioritize tasks and use time effectively is essential.

## **RESPONSIBILITY FOR CONFIDENTIAL INFORMATION**

This position handles highly sensitive information. Total confidentiality and discretion are mandatory regarding business information and other sensitive information.

## **PHYSICAL DEMANDS AND WORKING CONDITIONS:**

The physical demands and working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- **Physical Requirements** - While performing the duties of this job, the employee is frequently required to stand; walk; lift heavy objects; sit; use hands to handle or feel objects, tools, or controls; talk, see, hear and smell. Requires full range of body motion, manual and finger dexterity, and eye-hand coordination; requires the ability to use department equipment, to communicate effectively; The employee is occasionally required to reach and stretch with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee may be required to endure extremes in temperature and may work in hazardous environments where personal protective equipment is required; requires standing, walking on a steep terrain (Zoo), sitting (possibly for long periods of time) and performing repetitive tasks (including working on the computer) for up to the entire work day; requires the ability to lift/carry up to 50 pounds using appropriate body mechanics, possibly for extended periods of time.
- **Visual, Hearing and Communication Requirements** - Requires corrected vision and hearing to within normal range, with or without reasonable accommodation. Must be able to communicate effectively in verbal and written form with all levels of personnel within and outside of the organization.
- **Environmental Conditions** – Working in a closed office environment. Work space may be shared. Working conditions may be noisy with fluctuating indoor and/or outdoor temperatures. May be exposed to a risk of bodily injury through contact with moving



instrumentation, substances and other conditions common to an office environment. Subject to exposure to animals which may have the potential for physical aggression. May be exposed to a risk of bodily injury through contact with moving instrumentation, toxic substances, bodily fluids, animal attack, communicable diseases, outdoor weather conditions and other conditions common in a Zoo environment. Subject to unpleasant odors.

- Pressure Factor - Requires working under stressful conditions. Moderate pressure to meet scheduled and recurring deadlines.

### **BENEFITS AND COMPENSATION**

This Position is a fully benefited position including group medical, dental, vision life, and disability insurance; paid holiday, vacation & sick time; retirement plan, a zoo membership; and eligibility for the bonus program. Compensation for this position will be based on education, certifications, licenses, qualifications, and experience as outlined herein.

### **Commitment and Acceptance**

By signing below, you acknowledge and accept the terms of this Temporary Assignment. We (department leadership) are committed to supporting the professional growth and responsibilities outlined in this document and to ensuring a successful experience for all involved.

**Employee Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Supervisor Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_