



County of Contra Costa  
Vegetation Management Technician

SALARY	\$34.75 - \$38.32 Hourly \$6,024.09 - \$6,641.56 Monthly \$72,289.09 - \$79,698.70 Annually	LOCATION	Contra Costa County, CA
JOB TYPE	Permanent Full-Time	JOB NUMBER	GPWC-2025A
DEPARTMENT	Public Works	OPENING DATE	06/24/2025
CLOSING DATE	7/8/2025 11:59 PM Pacific	FLSA	Non-Exempt
BARGAINING UNIT	TTB		

The Position



*Bargaining Unit: Local 856 - General Services & Maintenance Unit*

Why Join the Contra Costa Public Works Department?

The Contra Costa County Public Works Department (CCCPWD) is responsible for the maintenance and operation of over 650 miles of roads, 79 miles of streams and channels, and over 150 County buildings. CCCPWD services include parks and recreation, sandbag distribution, flood control, road and facilities maintenance, and storm water management. CCCPWD operates two airports: Buchanan Field Airport in Concord, and Byron Airport in Byron. CCCPWD strives for continuous improvement to deliver cost effective, safe, reliable and sustainable projects, programs, and quality services.

We are currently seeking qualified candidates to fill three (3) Vegetation Management Technician positions within the Maintenance Division. This position plays a vital role in the management and maintenance of the County's natural and developed landscapes.

Vegetation Management Technicians are responsible for performing a variety of tasks in diverse environments, including rural, riparian, suburban, and flood control areas. In addition to vegetation management duties, technicians may be required to assist with general services, such as spraying vegetation at other County facilities.

The ideal candidates will be highly motivated individuals who excel in a collaborative, team-oriented environment and are eager to enhance their skills. If you are committed to serving the community and seeking professional growth in a supportive and innovative setting, we encourage you to apply.

This is an excellent opportunity to join the Contra Costa County Public Works Department in its mission to deliver high-quality, reliable services to the residents of Contra Costa County.

**We are looking for someone who:**

- Is self-motivated and enthusiastic about their work
- Is safety oriented and communicates well
- Works hard, has integrity, displays honesty and maintains a positive mindset
- Is a team player, has a willingness to learn and demonstrates adaptability
- Displays and understands safety application requirements
- Has a vision/purpose
- Is accountable

**What you will typically be responsible for:**

- Inspecting and monitoring for prohibited and restricted noxious weeds and undesirable weed growth
- Utilizing vegetation integrated pest management techniques
- Maintenance and use of equipment
- Properly mixing appropriate materials
- Handling materials
- Using chemical application methods
- Strict adherence to CDPR, County Agriculture Department Requirements
- Keeping detailed records and notes
- Working in all-weather conditions with required PPE

**A few reasons why you might love this job:**

- It is an excellent opportunity to grow and expand your skill sets
- You will work with dynamic and knowledgeable people
- You will be part of a great team
- There are opportunities for advancement
- Three-day weekends with 4-10's (Monday - Thursday) schedule
- Opportunities for continuing education

**A few challenges you might face in this job:**

- Working outdoors in all types of weather
- Performing strenuous activities
- Taking notes while learning our work area
- Equipment maintenance / working with power tools
- Navigating different terrain you may encounter, such as slippery, rugged, or uneven surfaces.

**Competencies Required:**

- **Attention to Detail:** Focusing on the details of work content, work steps, and final work products
- **Professional Integrity & Ethics:** Displaying honesty, adherence to principles, and personal accountability
- **Legal & Regulatory Navigation:** Understanding, interpreting, and ensuring compliance with laws and regulations
- **Oral Communication:** Engaging effectively in dialogue
- **Professional & Technical Expertise:** Applying technical subject matter to the job
- **Reading Comprehension:** Understanding and using written information
- **Safety Focus:** Showing vigilance and care in identifying and addressing health risks and safety hazards
- **Delivering Results:** Meeting organizational goals and customer expectations and making decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks
- **Building & Maintaining Relationships:** Establishing rapport and maintaining mutually productive relationships
- **Displaying Ownership and Accountability:** Holding self and others accountable for measurable high-quality, timely, and cost-effective results
- **Listening:** Fully comprehending spoken communication
- **Environmental Exposure Tolerance:** Performing under physically demanding conditions

To read the complete job description, please visit the website; [www.cccounty.us/hr](http://www.cccounty.us/hr)

**The eligible list established from this recruitment may remain in effect for six (6) months.**

## Minimum Qualifications

**License Required:** Possession of a Valid California Motor Vehicle Operator's License. An out of state valid motor vehicle operator's license will be accepted during the application process

**Certificate:** Must obtain and maintain a valid Qualified Applicator Certificate issued by the California Department of Pesticide Regulation certifying the holder in categories A, B, C, D, F and G within nine (9) months of hire

**Experience:** Two (2) years of full-time or its equivalent experience in the eradication of noxious weeds and the management of vegetation

### Desirable Qualifications:

- Possession of a valid Agriculture Pest Control Advisor License in categories A, B, D, E and G
- Experience with landscape and related equipment (pesticide spray equipment, deck and push mowers, trimmers, chainsaws, etc.)
- Training and/or experience in landscape maintenance, greenhouses, etc

## Selection Process

1. **Application Filing and Evaluation:** Applications will be evaluated to determine which candidates will move forward to the next phase of the recruitment process. Applicants will be required to complete a supplemental questionnaire as part of their application.
2. **Online Multiple Choice Assessment:** Candidates who possess the minimum qualifications will be invited to participate in an online multiple-choice examination. The exam will measure candidates' competencies as they relate to the job. These may include but are not limited to: attention to detail, professional and technical expertise, reading comprehension, and safety focus **(Weighted 100%)**
3. **Departmental Hiring Interview:** To be scheduled once the eligible list is established.

**The Multiple Choice Assessment is tentatively scheduled to take place in late July, 2025.**

**The Human Resources Department may change the examination steps noted above in accordance with the Personnel Management Regulations and accepted selection practices.**

For recruitment specific questions, please contact Fina Prak at [fina.prak@pw.cccounty.us](mailto:fina.prak@pw.cccounty.us). For any technical issues, please contact the GovernmentJobs' applicant support team for assistance at +1 855-524-5627.

### CONVICTION HISTORY

After you receive a conditional job offer, you will be fingerprinted, and your fingerprints will be sent to the California Department of Justice (DOJ) and the Federal Bureau of Investigation (FBI). The resulting report of your conviction history (if any) will be used to determine whether the nature of your conviction conflicts with the specific duties and responsibilities of the job for which you have received a conditional job offer. If a conflict exists, you will be asked to present any evidence of rehabilitation that may mitigate the conflict, except when federal or state regulations bar employment in specific circumstances. Having a conviction history does not automatically preclude you from a job with Contra Costa County. If you accept a conditional job offer, the Human Resources department will contact you to schedule a fingerprinting appointment.

### DISASTER SERVICE WORKER

All Contra Costa County employees are designated Disaster Service Workers through state and local law. Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster

Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

### EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of Contra Costa County to consider all applicants for employment without regard to race, color, religion, sex, national origin, ethnicity, age, disability, sexual orientation, gender, gender identity, gender expression, marital status, ancestry, medical condition, genetic information, military or veteran status, or other protected category under the law.

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#### Employer

County of Contra Costa

## Vegetation Management Technician Supplemental Questionnaire

### \*QUESTION 1

The purpose of the questionnaire is to provide applicants the opportunity to elaborate on their experience, education, and training for the position and to assist Human Resources staff in assessing each applicant's qualifications. Your responses to the questionnaire will be used to better understand relevant experience, education, and training to determine which applicants will be invited to participate in the next step of the recruitment process. If applicable, do not answer any of the questions by indicating "see attached application" or "see resume."

☐ I Understand

### \*QUESTION 2

Do you possess a valid driver's license? An out of state valid motor vehicle operator's license will be accepted during the application process.

☐ Yes

☐ No

### \*QUESTION 3

How many years of full-time (or equivalent) experience do you have in the removal of invasive or harmful weeds and the management of vegetation?

☐ I have 3 or more years of experience as described

☐ I have 2 years, but less than 3 years of experience as described

☐ I have 1 year but less than 2 years of experience as described

☐ I have less than 1 year of experience as described

☐ I do not possess any experience as described

### \*QUESTION 4

Do you currently possess a Qualified Applicator Certificate (QAC) issued by the California Department of Pesticide Regulation?

☐ Yes

☐ No

### \*QUESTION 5

**If you currently possess a Qualified Applicator Certificate, which categories are you certified in? (Select all that apply)**

- ☐ Category A – Residential, Industrial, and Institutional Pest Control
- ☐ Category B – Landscape Maintenance Pest Control
- ☐ Category C – Right-of-Way Pest Control
- ☐ Category D – Plant Agriculture Pest Control
- ☐ Category F – Aquatic Pest Control
- ☐ Category G – Regulatory Pest Control
- ☐ I do not currently possess certification in any of these categories

**\*QUESTION 6**

**Which best describes your training and experience with pesticide application and regulation? (Select the most applicable)**

- ☐ I have completed formal training and am certified in pesticide application and regulation (e.g., Qualified Applicator Certificate - QAC)
- ☐ I have completed formal training, but it was limited to specific categories or roles (e.g., only agricultural use, landscape maintenance, or right-of-way pest control, not full certification across all areas).
- ☐ I have not received formal training, but I have practical, hands-on experience applying pesticides in previous roles
- ☐ I do not have formal training or experience in pesticide application or regulation

**\*QUESTION 7**

**In which environments do you have experience managing vegetation or controlling invasive weeds? (Select all that apply)**

- ☐ Public lands or right-of-ways (e.g., roadsides)
- ☐ Parks or recreation areas
- ☐ Agricultural or natural environments
- ☐ School grounds or campuses
- ☐ Commercial or Industrial Sites
- ☐ Residential neighborhoods
- ☐ Public or undeveloped lands (e.g. roadsides, construction sites)
- ☐ I have not managed vegetation in any of these environments

**\*QUESTION 8**

**Based on your previous work experience, which of the following techniques have you used to manage and remove invasive or harmful weeds? (Check all that apply)**

- ☐ Manual removal (e.g., digging, cutting)
- ☐ Application of herbicides or other chemical treatments
- ☐ Operation of machinery or equipment (e.g., mowers, sprayers)
- ☐ Biological control methods (e.g., introducing insects or animals to control weeds)
- ☐ Prescribed burning
- ☐ Soil treatments (e.g., solarization, mulching)
- ☐ Water management strategies (e.g., flooding to suppress weed growth)
- ☐ I do not have experience in such experience.

**\*QUESTION 9**

By checking this box, I am confirming that all statements made in this supplemental questionnaire and on the application are accurate and true; and I understand that misstatements or omissions of material facts will result in being rejected from this recruitment process, or released from future employment with Contra Costa County.

☐ I Agree

\* Required Question