Field Operations Crew Leader- Parks

Department of Field Operations

SALARY	TYPE	SCHEDULE	DATE POSTED	BENEFITS
$45,767-$49,540	Full-Time	T-Th 7am-4:30pm F 7am-3:30pm	11/02/2026	Full



DEPARTMENT PROFILE

The Department of Field Operations is comprised of nine teams and 50+ fulltime employees. These teams include Events, Fleet, Parks, Sanitations, Signals and Lighting, Special Projects, Streets, and Utilities. Commonly known as Public Works in many jurisdictions, this department is tasked with ensuring Salisbury is welcoming and inviting to residents and visitors alike.

POSITION PROFILE

Under the general supervision of the Park's Manager, this advanced-level, lead-worker position provides operational support to the Department of Field Operations by performing skilled work in the beautification of City areas by planting trees, shrubs, flowers and bulbs, lawn maintenance, herbicide application, tree pruning and removal, and repair of park grounds, buildings and equipment.

EDUCATION/EXPERIENCE

High School Diploma or equivalent required

4 years of experience in parks maintenance, including: mowing,trimming, weeding, mulching, pruning and planting.

1 year of supervisory experience

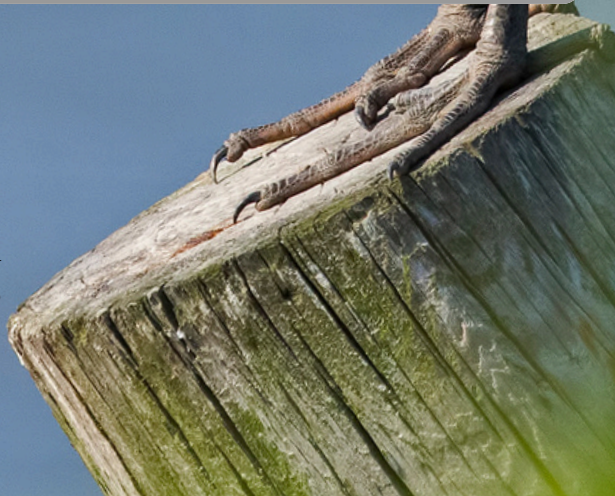
REQUIREMENTS / CERTIFICATIONS

Valid Drivers License

Must be able to obtain Class B CDL license within one year of hire

HOW TO APPLY

1. Visit Salisbury.md/apply
2. Submit City Application, Cover Letter, and Resume



The City of Salisbury is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status, or disability status.

Capital of the Eastern Shore

City of Salisbury, MD
Classification Description

Classification Title: Field Ops Tech - Crew Leader
Department: Field Operations - Parks
Grade: 6
Date: 5/1/2025

Position Profile: Under the general supervision of the Park's Manager, this advanced-level, lead-worker position provides operational support to the Department of Field Operations by performing skilled work in the beautification of City areas by planting trees, shrubs, flowers and bulbs, lawn maintenance, herbicide application, tree pruning and removal, and repair of park grounds, buildings and equipment. Although allocated to Parks, this position requires cross-training in other divisions (Sanitation, Streets and Traffic) to support the activities of the Department.

Duties and Responsibilities

Administration/Task completion: Hold self-accountable for assigned responsibilities; sees task through to completion in a timely manner.

Skills Proficiency/Strategic Planning: Skillful in use of tools, hardware, software, and equipment.

- Performs various standard tasks using manual and powered equipment including, but not limited to: drills, power saws, shovels, rakes, mowers, string trimmers, wheel barrows, tampers, compressors, chippers, jackhammers and tractors.
- Performs general landscaping work including mowing, trimming, weeding, mulching, pruning and planting.
- Drives and operates various vehicles, including but not limited to: light to medium duty trucks, dump trucks, Street Sweepers, backhoes and receives training in the operation and care of vehicles and equipment.
- Assist with special events, including set up and tear down of equipment, traffic control and site clean-up.
- Keeps the supervisor informed of unusual or detrimental conditions, including equipment malfunctions and process problems.
- Performs other Departmental duties as assigned (and as applicable).

Leadership/Team Leader: Acts as a role model and peer leader among teammates and colleagues.

- Assists in the development, prioritization and assignment of daily work schedules for the employees in the Parks division.
- Leads Parks employees' field activities to ensure effective and efficient operations within the division. Directs work of assigned crew; ensures work is performed to construction standards; and ensures assigned crew adheres to applicable safety precautions and regulations.
- Trains employees in the operation of equipment, maintenance and safety.

Stewardship/Resources: Safeguards equipment, supplies and materials.

- Act as a representative of City of Salisbury to the public.
- Ability to accurately read and interpret safety rules, operating and maintenance instructions and procedure manuals.
- Cleans, organizes and maintains facilities, tools and equipment as necessary.

Development/Professional Development: Participate in opportunities to earn or maintain professional credentials and certifications.

- Ability to work with team members in a manner conducive to full performance and high morale.
- Continue to attend relevant meetings and trainings.

Performance Expectations

- **Communication**: Articulates thoughts and ideas clearly and effectively to exchange information. Listens to others and provides useful feedback.
- **Work Ethic:** Demonstrates personal accountability, effective work habits, integrity and ethical behavior.
- **Teamwork:** Works well as a part of a team through respectful and collaborative relationships with colleagues, customers, affiliates and stakeholder groups.
- **Problem Solving:** Improves, designs, refines, finds and invents criteria to combine in order to resolve problems. This combines creative and critical thinking.
- **Initiative:** Determines what needs to be done and acts on it. Takes charge before others do and/or without being instructed.

Education and Experience

- High School diploma or GED
- Valid Driver's License
- Class B Learner's Permit or License or ability to obtain license within 12 months of hire (within applicable Departmental Division).

- Four years of experience in parks maintenance, including: mowing, trimming, weeding, mulching, pruning and planting.
- One year of supervisory experience.

Physical Requirements:

Work requires occasional physical effort in the handling of materials up to 80 pounds and/or standing or walking 60% ± of the time. The work involves risks or discomforts which require special safety precautions, e.g., working around moving parts, heavy equipment, vehicular traffic, machines, or chemical substances, etc. and observance of traffic signals when driving. May require working in adverse weather conditions.

The above job description is not intended as, nor should it be construed as, exhaustive of all responsibilities, skills, efforts, or working conditions associated with this job.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this job.