



## **WATERING CREW TECHNICIAN - DRIVING JOB ANNOUNCEMENT**

**Classification and Time:** Permanent, Full-time, Non-exempt

**Hourly Rate:** \$30.77-\$33.00

**Hours:** 40 hours per week, including one Saturday per month

**Benefits:** Fully-paid employee health, dental, vision, long-term disability, and life/AD&D insurance, 403(b) retirement plan with employer match, paid holidays, sick, and vacation time, commuter benefit

**Reports to:** Tree Care Program Manager

**Date Revised:** October 2025

### **About Friends of the Urban Forest**

Since 1981, Friends of the Urban Forest, a premier San Francisco environmental nonprofit, has brought together communities throughout the city to plant more than 60,000 trees -- half of San Francisco's street tree canopy. Friends of the Urban Forest has a long history of integrating urban greening with civic engagement as a way to increase community health and resilience, combat the effects of the climate crisis, and promote environmental equity and social justice. Friends of the Urban Forest recognizes San Francisco's many communities and cultures and the diverse ways in which they connect with our urban forest. We also connect San Franciscans to nature and to each other.

A position at Friends of the Urban Forest would give you the exciting opportunity to be part of a growing and dynamic professional organization that has been creating a greener San Francisco for over 40 years.

### **Position Summary**

Watering Crew Technicians execute field duties necessary to implement Friends of the Urban Forest's street tree planting projects. Watering Crew Technicians are responsible for watering Friends of the Urban Forest trees the day they are planted and assigned trees once a week for at least 3 years until they are fully established. The Watering Crew Technician [Driving] drives a water truck with a 750-gallon tank, operates a powered water pump, and accesses fire hydrants.

Watering Crew Technicians work closely with a partner on a daily basis to fulfill these duties. They also coordinate with the Tree Planting staff, Tree Care staff, community members, government departments or agencies, and Friends of the Urban Forest volunteers. Saturday availability is required.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Activities, duties, or responsibilities may change at any time with or without notice. This is not a supervisory position.

**Responsibilities include:****Watering Operations - 90%**

- Drive a low cab forward light duty commercial truck daily to visit up to 600 trees for weekly watering. Ensure the full scope of assigned trees are watered on a regular basis, and watering visits are tracked until trees are established.
- Coordinate with the Green Crew Program and Planting team to ensure new trees are watered on the day they are planted.
- Use Salesforce Maps platform to: plan daily water routes, navigate between trees, and keep route maps up to date by tracking all water visits (average over 100 per day).
- Provide light maintenance on Friends of the Urban Forest trees as needed and as time allows, including replacing or repositioning water bags, tree ties, applying soil amendment, and reinstalling Friends of the Urban Forest crossbraces or labels.
- Safely operate fire hydrants using the Public Utilities Commission (PUC) provided water meter to fill the water tank.
- Safely operate the water pump and provide light maintenance on watering equipment, including refilling the gas tank, tightening bolts, and replacing or repairing hoses or fittings as needed.

**Monitoring and Reporting Duties - 10%**

- Collaborate with the Tree Care team to ensure trees have the best chance of survival by logging notes about tree condition and relaying tree maintenance needs as necessary.
- Assist Tree Care team with conducting post-planting surveys on a monthly basis, and conducting bi-annual inspections for trees that have been watered for 3 years to determine whether they are established or need further care.
- Monitor condition of watering-related equipment including hoses, hose reel, water tank, water truck, water meter, and water pump, and work with the Program Manager to log and coordinate maintenance needs.
- Make regular purchases on behalf of the Water Crew for gas, equipment, or other needs as assigned. Upload and code receipts promptly and in line with the department budget.
- Track water usage using a PUC water meter, including submitting a water meter to the PUC on a bi-monthly basis for reading & billing.

**General Duties**

- Driving is a critical responsibility of this position. Demonstrating safe and respectful driving practices while transporting staff and materials, commuting between work sites, and traveling on residential streets, is essential.
- Assist with the maintenance of the Friends of the Urban Forest tree yards, including watering, inspecting irrigation, and repairing as needed.
- Assist with special projects and day-to-day operations.
- Assist in the planning of, attend, and participate in Friends of the Urban Forest special events.
- Maintain tools, tool shed, and Friends of the Urban Forest vehicles in clean working order.
- Document and report all incidents, accidents, and close calls as necessary.
- Follow and enforce Friends of the Urban Forest COVID-19 safety and personal protective equipment procedures.
- Provide support to other Friends of the Urban Forest teams and staff as needed. Activities may include but are not limited to: planting trees and installing protective hardware surrounding

newly-established trees; conducting post-planting surveys; performing necessary tree care including pruning, re-tying, re-staking, and sometimes replanting.

### **Minimum Requirements**

- Maintain a valid CA driver's license with a clean driving record.
- COVID-19 vaccination. Friends of the Urban Forest will consider all requests for reasonable accommodations based on applicants who have a (1) medical contraindication to the specific types of COVID-19 vaccines available, or (2) sincerely held religious belief or practice contrary to immunization.

### **Desired Qualifications**

- Experienced at driving box trucks or low cab forward vehicles (e.g. Isuzu N-series), or vehicles with heavy loads. Class A or B license not required.
- Practiced at communicating clearly in busy settings, including around machinery, warehouses, vehicle traffic, etc.
- Desire to work in a small team environment. Willing to work with a partner on a daily basis, and compromise, alternate tasks, or adapt to partners needs.
- Interested in urban forestry, plant health care, greening, environmental restoration, or similar fields.
- Accountability to prioritize and complete tasks without direct supervision, estimate and manage time appropriately, and work efficiently with your assigned partner.
- Contributes to a culture of safety.

### **Competitive Compensation and Benefits**

The Watering Crew Technician - Driving is full-time, non-exempt with an hourly rate of \$30.77-33.00, depending on experience. Friends of the Urban Forest offers a competitive benefits package that includes 100% employer-covered medical, dental, vision, life, and AD&D insurance for employees and 50% for dependents (up to a certain limit). We offer a 403(b) Retirement Plan with an employer match, the opportunity to pay for commuting expenses with pre-tax dollars, a generous paid leave policy that includes 13 holidays each year and vacation starting at 12 days and increasing with additional years of employment, as well as funds for professional development opportunities.

### **Work Environment**

While performing the duties of this job, the employee is regularly exposed to outdoor weather and working conditions, and can regularly get wet due to work with hoses or hydrants. The noise level in the work environment is usually moderate. A majority of the workday is spent working on urban streets in close proximity to vehicle traffic, pedestrians, and parked cars. This position is expected to report in person to our offices in the Presidio of San Francisco ahead of performing watering duties each day. Administrative tasks or data entry are mainly performed on issued mobile devices (tablet or phone). Employees will report to the office for meetings or desktop computer work on a semi-regular basis, as scheduled by the Tree Care Program Manager.

### **Physical Demands**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. This position is very active and requires standing, walking, bending, reaching, pulling, kneeling, stooping, and crouching throughout the workday. The employee must also be able to condition themselves to safely perform repetitive motions including starting a motor, pulling on a reeled hose, and getting into and out of the truck cab.

The employee may occasionally be required to lift and move items over 40 pounds, load tools and planting materials into and out of truck beds, and ascend/descend a ladder. While performing the duties of this job, the employee is regularly required to talk and hear, including communicating over the noise of the truck and pump. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

### **Equal Employment Opportunity**

Friends of the Urban Forest is dedicated to gender and race equity and inclusion. As an equal opportunity employer, Friends of the Urban Forest does not discriminate against any applicant or employee on the basis of any status or characteristic protected by applicable laws or ordinances. Pursuant to the San Francisco Fair Chance Ordinance, we will consider qualified applicants with arrest and conviction records.

Black, Indigenous, and People of Color are strongly encouraged to apply, and so are candidates dedicated to anti-racism, gender inclusivity, and inclusion.

### **How to Apply**

If you're interested and qualified, please send a cover letter and resume in .pdf or .doc format to [resume@fuf.net](mailto:resume@fuf.net). Please include the words 'Water Crew Tech' and your First and Last Name in the subject line.