



Rincon Band of Luiseno Indians

Contact Us:

One Government Center
Lane

Valley Center, CA 92082

Phone: (760) 749-1051

Hours: 8:00 am – 4:30 pm

Monday - Friday

www.rincon-nsn.gov



JOB ANNOUNCEMENT

Title: Landscape Technician

Requisition Num.: 034-2025

Open Date: 10/01/2025

Closing Date: Until Filled

Department: Public Works - Landscape

Classification: Full-Time/Exempt

Salary: Commensurate with Experience

Location: Valley Center, CA

Opportunity: This position under the direction of the Public Works Supervisor, the Landscape Technician is responsible for the extensive maintenance and operations of Tribal Facilities and Reservation Beautification Program. This includes performing all technical aspects of Landscape maintenance, and development of a comprehensive broadleaf identification and eradication program. This person will conduct business in a professional and cordial manner that will uphold the integrity and reputation of the Rincon Tribal Government. This position maintains a thorough working knowledge of and adheres to tribal policies, regulations, and procedures.

JOB RESPONSIBILITIES

The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

- Assist in the completion of all landscape maintenance operations consistent with policies of the Rincon General Services.
- Assists in the maintenance of all irrigation systems for Tribal facilities and Reservation Beautification projects.
- Mixes and applies herbicides in a safe manner as required.
- Inspects, repairs and adjusts existing irrigation systems to meet industry standards as it relates to evaporation rates. Maintain all irrigation lines and components to include check valves, gate valves, ball valves, booster pumps, manifolds, solenoids, heads and nozzles. Adjusts and repairs all irrigation timers and timing mechanisms for the various zones and cycles.
- Demonstrates a full understanding of applicable policies, procedures and work methods associated with assigned duties; will provide training to other staff; responds to questions and resolves public service complaints with the assistance of the Public Works Manager.
- Operate a variety of hand and power tools specific to the maintenance operation of Tribal facilities; operate trucks, loaders, backhoes, forklifts, tractors, mowers, Cushman's, aerators, scarifiers, spreaders and other related equipment.
- Supports other departments to ensure Tribal facilities and government assets are maintained in order to provide a safe, clean and appropriate environment.
- Maintains 10 feet of clearance for 25 roads and landscape for 9 tribal buildings. Maintains outer perimeter of 7 Pump Houses, North and South water tanks and both monuments at the Reservation entrances.
- Tree trimming maintenance for various species throughout the Reservation.
- Removal of invasive species.

To Apply:

Employment with the Rincon Band of Luiseño Indians begins by filling out an application and resume and turning it into the Human Resources Department at the Government Center, or emailing it to jobs@rincon-nsn.gov.

To work for the Rincon Tribe, you minimally need:

- High School Diploma or GED
- A valid California driver's license

Applications which are not completely filled out will not be considered.

Preference:

Tribal preference will be given to eligible Rincon Tribal Members who meet the minimum qualifications. Background investigation drug and alcohol screening are required as a condition of employment. Rincon Band of Luiseño Indians is an equal opportunity employer.

JOB RESPONSIBILITIES CONT'D

- Follows instructions; responds to management direction; takes responsibility for own actions; keeps commitments; completes tasks on time or notifies appropriate person with an alternate plan.

OTHER DUTIES

- Follow established government policies and those outlined in the Rincon Tribal Government Employee Handbook and on our government employee portal.
- Demonstrates an awareness and appreciation of the cultural diversity of the community.
- Maintain a clean and safe working environment.
- Adhere to safety standards and regulations of the Tribal Council.
- Handle all confidential and proprietary information in accordance with policies and procedures.
- Performs stand-by duty (controlled & uncontrolled) as assigned and may be required to work overtime to complete assignments and/or cover shifts. Must be able to work a flexible schedule.
- Attend Meetings and conferences as requested or assigned.
- Other duties may be assigned at the discretion of the Manager or designee to fulfill the government's needs, objectives, and/or goals.

QUALIFICATIONS/KNOWLEDGE, SKILLS, AND ABILITIES

- Must be able to represent Rincon Tribal Government effectively and professionally in a public venue.

Education/Experience and/or Training:

- Must be 21 years of age or older.
- Graduation from a U.S. high school, G.E.D. or equivalent from a U.S. institution, or a California High School Proficiency Examination (CHSPE) certificate is required.
- Five (5) years progressive experience with landscape maintenance; any equivalent combination of education, training, and experience as a professional which provides the requisite knowledge, skills, and abilities for this job highly desired.
- Experience working with Native American communities and culture (preferred).

Licenses or Certifications:

The following license and certification are required to be maintained throughout employment and are not subject to waiver:

- Valid California Driver's License. Must maintain a satisfactory driving record with the DMV.
- Must be able to meet the requirements of our insurance for driving Tribal Government vehicles.
- Valid drivers' license Class B (Preferred)

Work-Related Knowledge:

- Knowledge of topics related to landscape and facilities maintenance.
- Knowledge of proper landscape maintenance schedule development
- Knowledge of irrigation systems
- Knowledge of both hybrid and common grasses to include root zone identification, turf fungus identification and knowledge of proper application processes for fungicide.

Selection Process:

All applications will be reviewed, and the most appropriately qualified individuals will be invited to continue in the selection process. The process may include a written and/or oral examination to assess job related education, experience and training. All prospective employees must live within a 50-Mile Radius from the Rincon Government Center.

Resumes will not be accepted in lieu of completed application forms but may be attached.

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Work-Related Knowledge CONT'D:

- Knowledge and/or experience in rotor tilling, mowing, edging, blowing, aerification cycles and processes, scarification equipment processes, operations and seasonal cycles.
- Strong organizational skills and the flexibility and ability to manage time and multiple tasks with little supervision.
- Successful applicants will be a creative thinker, an energetic self-starter who enjoys new challenges and are able to function comfortably in a fast-paced team environment or independently.

Benefits

The Rincon Band of Luiseño Indians offers a comprehensive and competitive benefit package for full-time and qualifying part-time employees. Benefits include the following:

- Health & Wellness Coverage: Medical, dental and vision coverage
- Generous Paid Time Off (PTO) Accrual
- Holidays: Full-time employees and qualifying part-time employees are eligible for eleven (11) full paid holidays, and four (4) half day (4 hours) paid holidays.
- Comprehensive Annual Performance & Merit Reviews
- Job Training based on Business Needs
- Life and Long-Term Disability: \$100,000 employer paid Life Insurance and Long-Term Disability
- Flexible Spending Accounts: Healthcare and Dependent care reimbursement accounts
- Supplemental Life and Accidental Death and Dismemberment (AD&D) Insurance
- Supplemental Coverage: Disability, Accident, Cancer, Life and Hospital Confinement
- Retirement: 401(k) retirement plan with a generous employer match
- Company Events: Rincon Tribal Government holds great social events for employees and occasionally raffle many prizes.

Rincon Tribal Government – Core Values*Trust**Integrity**Open and Honest Communication*
