



Custer County, Montana
1010 Main Street
Miles City, MT. 59301

Position Description Technician Weed Control District

January 2026

Custer County is an equal opportunity employer. Custer County shall, upon request, provide reasonable accommodations to otherwise qualified individuals with disabilities.

This position description is intended to reflect core areas of responsibility and an incumbent employees' knowledge and skill set needed to complete those functions. This document is not intended to catalog each individual duty; employees are routinely called upon to address emerging employer requirements in alignment with individual work units and assignments of jobs. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer change.

Job Title: Technician

FLSA Status: ☒ Non-Exempt ☐ Exempt

Department: Weed Control District

Reports to: Weed District Coordinator

Wage: \$18.00/hour starting

Classification: Temporary Full-Time

SUMMARY OF WORK: Perform technical duties in the operation of the county weed control program.

JOB CHARACTERISTICS

Nature of Work: This position performs technical work requiring adherence to safety standards in the handling and use of hazardous chemicals. Must be accurate in mixing and applying pesticides and herbicides. Work is generally outdoors and may be performed in adverse weather conditions. This position also requires work flexible hours. This is a temporary position and terminates at the end of the spray season.

Personal Contacts: Minimal contact with the public.

Supervision Received: Supervision received from the Weed District Coordinator.

Essential Functions: Position requires the ability to effectively and accurately communicate, calculate, record information and exercise good judgment. Chemical application and equipment operation duties require the ability to drive motor vehicles, wear the correct PPE provided by the county, move heavy objects, use hand tools, calibrate equipment, visually inspect infected areas, work in and around bodies of water and walk in rough terrain.

AREAS OF JOB ACCOUNTABILITY AND PERFORMANCE:

- Maintain and repair weed district equipment and facilities.
- Maintain proper spray calibration of all equipment.
- Spray noxious weeds on all county roads, state highways and contract locations.
- Utilize the equipment to the best of its advantage.
- Properly use hand lines and/or portable sprayers in areas where vehicles cannot be used.
- Use the equipment for official use only.
- Perform other related duties as required or assigned.

JOB REQUIREMENTS:

Knowledge: This position requires knowledge of plant identification and proper chemical application.

Skills: This position requires skills in weed identification, equipment and machinery operation, maintenance and repair, map reading, GPS operation, herbicide and pesticide application and safety procedures.

Abilities: This position requires the ability to retain physical stamina to perform duties, use complex equipment, handle chemicals safely, properly mix and apply chemicals, keep accurate records of work completed and chemicals applied, work flexible hours in outdoor conditions, communicate effectively, follow instructions and establish and maintain effective working relationships with fellow employees, supervisors and the public.

Other requirements: Must be at least 16 years of age, maintain a valid driver's license and have the ability to operate an ATV and vehicles with manual transmissions. Must wear the correct PPE required and provided by the county.

EDUCATION AND EXPERIENCE:

The above knowledge, skills and abilities are typically acquired through a combination of education and experience in plant identification and the use and application of chemicals.

JOB PERFORMANCE STANDARDS:

Evaluation of this position will be based primarily upon performance of the preceding requirements and duties. Examples of job performance criteria include, but are not limited to, the following:

- Perform assigned duties.
- Follow safety procedures in working with chemicals.
- Attend appropriate meetings.
- Maintain and apply knowledge of weed management and control.
- Maintain and repair district equipment.
- Accurately and properly mix and apply chemicals.

- Effectively display knowledge of equipment usage, weed identification and chemical application.
- Maintain accurate and timely records.
- Deal tactfully with the public.
- Demonstrate necessary physical strength and stamina to perform duties of the position.
- Observe work hours and follow established procedures.
- Demonstrate punctuality.
- Establish and maintain effective working relationships with fellow employees, supervisors and the public.