



Smitty's Sprinklers has been a family owned and operated company for over 35 years. Customer satisfaction has always been our top priority. We are always striving to empower the idea of making every drop count! Throughout the years the remarkable growth of our customers in the SE metro area has fueled our continued success. We have recently opened at our new location which offers us the ability to expand and further our company goals. We are an Equal Opportunity Employer which means as an employer we agree not to discriminate against any employee or job applicant because of race, color, religion, national origin, sex, physical or mental disability, or age.

Our established yet growing company is currently hiring Irrigation Foreman/ Technicians who are seeking a long-term career and enjoy working outdoors.

As an Irrigation Technician, the following knowledge and experience is required but not limited to:

-General Requirements

1. Must be legally able to be employed in Colorado
2. 3+ years of experience in the industry, working with irrigation systems is a +
3. Irrigation Certifications are not required but strongly encouraged
4. Regular physical labor outdoors in a variety of weather conditions

-Trouble shooting and maintenance of residential irrigation systems

1. Capability of programming and installing sprinkler timer/ controllers
2. Wiring repairs & installations
3. Electric valve repair & replacement
4. Poly/ PVC pipe repair
5. Ability to repair & solder copper pipe
6. Installation and adjustment of sprinkler heads
7. Locating valves and valve wiring using diagnostic tools
8. Trenching for irrigation piping and manifold builds
9. Testing irrigation systems for proper function and coverage
10. Provide accurate water efficiency for conservation
11. Sprinkler winterization
12. Completion of daily paperwork/ invoicing
13. Document work performed and equipment/supplies utilized

-Motor Vehicle Skills & Requirements

1. Safe driving practices
2. Valid Driver License
3. Clean MVR – Please provide
4. Understanding importance of a maintained, clean & organized vehicle
5. Keeping the vehicle stocked of all necessary parts & maintain inventory. Between your paperwork, inventory and appointments, there are a lot of things to juggle during the day. Staying organized is a key element of success during the day
6. Inventory of tools & equipment – these are provided and should be taken care of appropriately and only see normal wear and tear damage
7. Maneuver vehicle while trailer or compressor is attached

- Personal Attributes

1. **Communication Skills**
The ability to communicate clearly and effectively in many mediums: verbally, written and phone messages, on the phone, and with body language. Communication also includes listening skills and the ability to follow directions and provide feedback.
2. **Honesty**
We need information regarding the business, customers and our employees in a timely manner. Made a mistake? Don't cover it up, admit it, and learn not to do it again.
3. **Technical Competency**
An Irrigation Foreman/ Technician is a job that requires certain skills that are advertised in the Job Posting. If you are hired to perform certain tasks then you should have the skills. Improving your skills along the way is also expected.
4. **Work Ethic**
Be at work on time, do what you were hired to do, time management and work to the best of your ability. Evolve with the job and continue to provide ways to improve your skills as an employee.
5. **Flexibility**
Employers and their employees need to react quickly to changing business conditions. Employers need employees who can change gears and adapt as required.
6. **Determination and Persistence**
As the employer, Smitty's will give employees challenging goals but generally they are achievable. The key is to be able to work hard and keep moving forward when you encounter obstacles.
7. **Ability to Work in Harmony with Co-Workers**
Employers and managers like to have people working with them and for them who can get along with their colleagues and who can work with others effectively in different circumstances.
8. **Eager and Willing to Add to Their Knowledge Base and Skills**
As our business changes & grows there is often a need to find out new information, expand knowledge and explore new ways of doing things. People with an interest in learning, and a willingness to pass it on to others, become invaluable.
9. **Problem-Solving Skills**
Smitty's is looking for people who are motivated to take on challenges with minimal direction. Employees should see when something needs to be done and react accordingly.
10. **Loyalty**
Employers want and need to be able to trust their employees to work professionally to meet the employer's best interests. Employers do not want to hire people who require close scrutiny or who cannot be trusted to represent the company in public.
11. **Alcohol/ Drug-Free Workplace**
Smitty's Sprinklers is strongly committed to providing a safe, healthy, secure and efficient workplace. Smitty's Sprinklers is also strongly committed to promoting high standards for individual performance to secure the reputation of the company and its personnel within the community and industry. As a part of this commitment, Smitty's Sprinklers strives to maintain a work environment free from the effects of drug and alcohol abuse and has enacted an alcohol/ drug-free workplace.

Smitty's Sprinklers will always provide great opportunities for advancement, great pay, and some benefits for the right individuals.

Pay varies: \$15-\$25/ hr based upon experience – weekly opportunity for overtime hours which pay time and a half

Location: 15466 E Hinsdale Circle | Centennial, CO 80112

Phone: (303)-690-3886

Web: www.smittyssprinklers.com

Resumes & job applications can be submitted to: steve@smittyssprinklers.com



Smitty's Lawn Sprinklers

15466 E HINSDALE CIRCLE | CENTENNIAL, CO 80112

Employment Application

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Date Available: _____ Social Security No.: _____ Desired Salary: \$ _____

Position Applied for: _____

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Have you ever worked for this company? YES NO If yes, when? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

References

Please list three professional references.

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Previous Employment

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: _____ Date: _____

Industry Pre-interview Questionnaire

1. How many years of lawn irrigation experience do you have?

2. Do you have any industry certifications? List any you have earned. Give the name of the institution from which each certification was earned and the field of study.

3. If none, are you interested in becoming certified?

4. Skills and level of expertise related to Foreman/ Irrigation Technician. Y/N (Circle one)
 - a) Can you solder? Y/N
 - b) Can you operate industry equipment (shovel, pipe puller, actuator, locator)? Y/N
 - c) Can you do a solvent weld? Y/N
 - d) Can you troubleshoot wiring? Y/N
 - e) Can you operate commonly used irrigation controllers? Y/N

5. Which skills have you acquired in your present or previous positions that make you competitive for this position?

6. Tell us how you maintain constant performance while under time and work load pressures.

7. Tell us about some situations in which you became frustrated or impatient when dealing with (customers, co-workers, boss). What did you do?

8. How often is your time schedule upset by unforeseen circumstances?

