OAK BAY
PARKS, RECREATION
& CULTURE

JOB OPPORTUNITIES – FULL-TIME

Arborist (ISA) – Tree Inventory

Starting January 2027 (13-month Term)
Posting #PRC2026-88

Oak Bay Parks, Recreation and Culture is seeking a creative and knowledgeable individual to join the Parks team as an Arborist (ISA). This is technical work maintaining Oak Bay's urban forest of indigenous and ornamental trees by carrying out the assessment, evaluation and rating of trees for hazard, retention potential and recommending species/varieties for suitability. The Arborist (ISA) periodically supervises job site skilled and semi-skilled employees in a number of tasks involving tree work such as pruning, hazard tree removals, tree planting and transporting, transplanting, watering, fertilizing, trimming of hedges and spraying as required. Our Auxiliary staff enjoy a free Staff Pass when they work one shift per week, flexibility in hours to accommodate different lifestyles, a culture that cares about work-life balance, and 14% pay on top of their hourly wage in lieu of benefits. We foster a learning environment and provide you with on-the-job training. We acknowledge and respect that the District of Oak Bay lies in the traditional territory of the lək̓ʷəŋən people, known today as the Songhees and Esquimalt Nations, and that their historic connections to these lands continue to this day.

RESPONSIBILITIES

- Participate in park operational functions including the application of accepted horticultural and/or arboricultural techniques and strategies for natural system and tree management including invasive plant control, natural area restoration, tree maintenance and pruning, and integrated pest management.
- Performs a variety of skilled arboriculture tasks such as planting, fertilizing, pruning, climbing and guying trees, tree removals, limbing, bucking, brush chipping or clean up;
- Monitors tree health and safety, responding to hazards and emergency situations as required.
- Leads and coordinates the work of parks staff and collaborates with other departments.
- Assesses impacts of construction and utility work on trees and recommends mitigation measures.
- Responds to public inquiries, maintains and collects data for tree inventories, and supports preventive maintenance programs.
- Ensures compliance with safety regulations, follows best practices, and maintains tools and equipment.

QUALIFICATIONS

- Diploma in Arboriculture, Urban Forestry, Plant Sciences, Horticulture or related discipline and 2 years related experience.
- Completion of chain saw safety and Electrical Safety and Knowing your Approaches courses.
- International Society of Arboriculture (ISA) certification or equivalent.
- British Columbia Pesticide Applicator's Certificate.
- Experience with tree inventory software.
- Certified Tree Risk Assessor.
- Valid BC Drivers License.
- Current OFA-Level 1 certification.

HOURS OF WORK	Monday to Friday, eight (8) hours per day scheduled between 6:00 am and 4:30 pm, subject to operational requirements. It is anticipated that the regular hours of work for the majority of the year will be 7:00 am to 3:30 pm.
LOCATION(S)	Parks
RATE	$42.17/hr – 2027 rates
STATUS	Regular Full-Time (13-month term) (This is a union position)
BENEFITS	• Municipal Benefits include Pension Plan, Extended Health & Dental coverage, vacation, and sick entitlement. • Staff Membership to drop-in the weightroom, fitness classes, skating, and pool

Please submit applications by 4:30pm, Wednesday, November 4th, 2026 to:
Job Application Drop Box, Oak Bay Recreation Centre, 1975 Bee Street, Victoria, V8R 5E6 **or**
Email to: recreationjobs@oakbay.ca

Subject line in email should read: PRC2026-88 Arborist (ISA) – Tree Inventory

Please note that only short-listed applicants will be contacted after the closing date of the posting