

Summary: The hardscape crew leader is an industry professional that will perform duties in hardscaping, planting, drainage, water features and other facets of installation. Candidates will have experience with equipment operation and working with a team to install top quality landscapes and meet budget expectations. You must possess positive attitude and a willingness to learn. The best applicants are multi-taskers, action-oriented, and can work well under deadlines. You will conduct all jobs in a safe manner and in accordance with our company core values. Duties include, but are not limited to:

Job Duties:

- Lead a crew of two people or more to complete projects that meet quality, efficiency, and safety standards.
- Accountable for management of job sites, training, tools, equipment, and vehicle.
- Coordinate and huddle daily with landscape maintenance manager.
- Utilize production mobile app to track time and materials, access job specs and information.
- Ensures each job is kept on time and on budget, while providing exceptional service and quality.
- Conduct all work in a safe manner and in accordance with our company values.
- Operate a snowplow and truck during the snow removal season.

Measurables:

- Safety
- Training
- Quality
- Efficiency

Desired Experience and Education:

- High school diploma or GED.
- 6 years' experience in hardscape construction including pavers, segmental walls, and natural stone.
- Landscape equipment and large truck operation experience.
- Strong base horticulture knowledge.
- Must be able to read scale designs and familiar with plant layout processes.
- Knowledge of most residential irrigation systems preferred.
- Ability to lift 50 lbs. without assistance and physically have full range of motion in upper and lower body.
- Must possess a driver's license, clean criminal record, and have ability to pass a drug test.
- Bilingual in English and Spanish a plus.
- Must be comfortable working long shifts and weekends when necessary.



Hardscape Crew Leader

Compensation & Benefits:

- \$25-28 per hour, depending on experience
- \$2500 hiring bonus
- Profit share, if earned
- Daily pay debit card
- Year-round program
- Employee navigator program
- Paid holidays
- Unlimited free uniforms
- Work boots and pants reimbursement
- Simple IRA company match
- Paid parental and bereavement leave
- Wellness reimbursement
- Employee discount

Reports to: Landscape Install Field Manager

Works closely with: operations manager, mechanic, supply yard

Direct reports: 2

Typical Hours: Mon-Fri, 6:30am-5:00pm, some weekends

Dress Code: uniform