

Summary: Grounds team members must have a positive and “can-do” attitude, be an eager learner, be conscious of safety requirements, work effectively as a team member, dress appropriately, be punctual, and follow instructions given by site leaders.

Job Duties:

- Use a snow blower or shovel for several hours, removing snow from residential and/or commercial properties as needed.
- Follow instructions given by the site leader, completing assigned tasks efficiently and thoroughly.
- Understand and comply with company quality and safety standards.
- Properly use, clean, and maintain equipment and tools.
- Report to work for every snow or ice event on time, 100% prepared and dressed properly.
- Able to use basic tools such as shovel, snow blower, walk behind spreader and backpack or handheld blower.

Measurables:

- Safety
- Quality
- Efficiency

Desired Experience and Abilities:

- Ability to lift 50 pounds without assistance.
- Physically able to work a 10–12-hour shift in extreme weather elements.
- Physically has full range of mobility in the upper and lower body.
- Strong communicator who interacts positively in a team environment. Previous snow removal experience preferred.
- Must have reliable transportation to and from work or job site.
- Clean criminal record and ability to pass a drug and alcohol screen.
- Bilingual in English and Spanish a plus.



Snow and Ice Grounds Team

Compensation & Benefits:

- \$27-30 per hour, depending on experience
- End of season snow bonus pay
- Holiday pay if called in on holidays
- Profit share, if earned
- Daily pay debit card
- Year-round program opportunity
- 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

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