

Position Title: Landscape or Hardscape Crew Leader

Reports to: Owner, General Manager, and Designer

Effective Date: January 1, 2020



Country Farms is family-owned garden center and landscape installer for nearly 40 years located in Greensburg, Pennsylvania. Crew leaders are experienced landscapers or hardscapers working with minimal supervision. As one of our **Crew Leaders** you will:

- Read and understand landscaping drawings and plans, review plan with designer, and seek answers prior to work start
- Plan and organize job ensuring that sufficient resources and materials are available to complete job
- Communicate directions effectively and efficiently to one or more team members
- Report on job status, recommendations, client concerns, or personnel issues/concerns with supervisors
- Work efficiently as an individual and team to ensure job is completed in timely manner
- Routinely interact with clients and answer any questions they may have
- Complete a walkthrough with client once job is complete and ensure that client is satisfied with every aspect of the job
- Continually train and guide members of your crew
- Complete all paperwork on time - job reports are due daily
- Perform other activities that may be temporarily or permanently assigned
- Maintain a clean and safe work environment, including job sites, vehicles, and equipment. Return all equipment (clean and functioning) at end of day, put away tools, clean up garbage, report any repairs, etc.
- Represent Country Farms well in everything you do in and outside of work. Embrace our vision, mission, and core values

Job Requirements and Skills:

- High school diploma or GED, plus one year experience
- Knowledge of landscaping or hardscaping practices, along with a desire to learn
- Valid driver's license
- Must be able to operate automatic and manual transmission trucks and can pull a trailer with a truck
- Ability to operate a variety of equipment (such as skid loader, excavator, tiller, edger, chain saw, weed wacker, muck truck, power tools, hand tools, etc.) and has an understanding of equipment repair
- Weekends may be required based on seasonal workload
- Strong oral and written communication, organizational, and customer service skills

Physical Requirements:

- Must have high energy and physical endurance
- Must be able to lift up to 100 lbs

Work Environment:

- Hours will range from 40 to 55 hours per work week
- Poor weather may prevent work for the day
- Will be exposed to various weather conditions; wet, humid, hot, cold, snow, or sleet can occur
- Employee may be exposed to homeowner's pets

Pay and Benefits

- Paid vacation after one year
- Paid holidays after one year
- Health benefits; medical, dental, and vision after 60 days
- Simple IRA Retirement plan with company contributions after one year
- Employee discounts immediately