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Job Descriptions and Pay Levels

Overview: All Crew Members cooperate to maintain a positive, safe and supportive work environment. Crew members are required to show up at the agreed upon time and place with a packed lunch, adequate hydration, and wearing work boots. Be prepared to do physical labor in all kinds of weather up to 50+ hours per week from May 1st to November 1st.

Crew - Level One :

Maintain a safe and organized job site.

Utilize best practices for safety of all persons on job site. Personal cell phone use is limited to break times.

Make sure tools are organized and clean in agreed upon staging area(s) on the job site, in the truck and at the shop.

Follow work instructions as described and **Do No Harm**. If in doubt, ask questions.

Learn competent and appropriate use of hand and power tools.

Learn how to safely lift, move and set haul large, heavy items such as trees, boulders and timbers, yards of gravel, sand, soil, mulch, machinery, etc.

Keep trucks, trailers, equipment and shop areas clean.

Learn how to plant and water in annuals, perennials, woody shrubs and trees.

Crew - Level Two: Meet or exceed performance expectations of Level One skills.

Safely and carefully operate trucks and heavy equipment if qualified and insured.

Work independently for hours at a time, following supervisor instructions and communicating work progress.

Keep track of time and tasks by customer and work plans.

Recognize weeds as opposed to desirable plants.

Get good at watering various species of plants in containers as well as in the ground.

Accomplish planting as set-out by Lead Gardener.

Interact with customers and transfer basic information.

Accomplish basic garden maintenance like weeding, deadheading, edging, grass cutting and clean up to an **above-average** standard.

Learn how to grade large areas to specified pitches and levels.

Have a working understanding of some aspect of Landscape Gardening such as hardscaping, irrigation, turf, plant care, pruning, etc.

Crew - Level Three: Meet or exceed performance expectations of all lower levels of skills.

Work independently for a full day. Accurately and efficiently accomplish your list of instructions.

Supervise one or two crew members for short periods of time.

Plan and sequence small projects.

Operate a variety of power tools.

Be proficient in at least two aspects of Landscape Gardening such as planting, masonry hardscapes, irrigation, pruning, turf, design, heavy equipment operation, perennials and annual care, drainage/erosion control, shoreline restoration, herbicide application, invasive plant management, etc.

Understand soil types as they relate to drainage, grading, structural integrity.

Understand soil types as they relate to nutrient capacity and availability. Understand soil biology and principles of fertilization.

Be able to identify and care for a substantial list of perennials, trees/shrubs and annuals.

Understand the principles of Ecological Landscape Gardening.

Recognize general health deficiencies of plants.

Manage invoices/paperwork as appropriate.

Level Four: Crew Leader & Machine Operator:

Plan, sequence and accomplish projects to specifications while supervising a crew and designating tasks as appropriate to individual skill levels. Crew Leader has disciplinary authority over crew.

Keep track of time and tasks.

Maintain high standards of organization and safety on the job site.

Have attended several conferences, seminars or workshops and achieved at least one certification.

Be skilled at a professional, competitive level in at least two aspects of Landscape Gardening.

Level Five: Designer and Veteran Crew Leader:

Plan, sequence and accomplish projects to specifications while supervising a crew and designating tasks as appropriate to individual skill levels.

Keep track of time and tasks.

Maintain high standards of organization and safety on the job site.

Have attended several conferences, seminars or workshops and achieved at least one certification.

Be skilled at a professional, competitive level in at least two aspects of Landscape or Project Design.