

# Landscape Crew Member

Full or part time | Seasonal | 2026 pay range: \$17-23 per hour

## OVERVIEW

Join our sustainability-oriented landscape construction crew serving Charlevoix, Emmet and Cheboygan counties! At North by Nature Landscapes, we apply ecological landscaping principles to minimize the use of toxic chemicals and fertilizers and to create beautiful spaces rich in native plants that support pollinators, birds, fish, and other wildlife.

***Live your passion for the north, as created by nature!***

## RESPONSIBILITIES

- Maintain a positive, safe, and supportive work environment. Practice good teamwork skills, for example respect, communication, accountability, and attention to detail.
- Prioritize your safety and that of others on the jobsite. Cell phone use is limited to break times.
- Accomplish garden maintenance tasks such as weeding, planting, pruning, watering, and debris handling; mowing grass and applying pesticides are included but minimized. Use hand and power tools
- Accomplish hardscapes construction tasks such as base preparation and stone installation.
- Accomplish general construction tasks such as loading and unloading, organizing tools and equipment, removing unwanted plantings and hardscapes, and debris management.
- Follow the Crew Leader or Project Manager's work instructions. If in doubt, ask questions!
- Maintain clean, organized job sites. This applies to NBN trucks, trailers, equipment, and shop areas as well
- Record your time and tasks by customer and project throughout the day
- Bring your lunch and your preferred water bottle each morning as we often work in remote locations.

- Wear appropriate clothing and work boots; logo shirts and jackets and an allowance toward purchase of work boots are provided.

### **PHYSICAL DEMANDS**

- Occasionally lift and carry up to 50 pounds
- Frequently stand, bend, kneel, reach, and twist

### **PREFERRED EXPERIENCE AND SKILLS**

- Previous work as part of a team
- Previous work in garden maintenance and/or landscaping
- Recognize weeds as opposed to desirable plants. *If in doubt, ask questions!*
- Interacting with customers and transferring basic information
- Driver's license and experience driving pickup trucks
- Experience using hand and power tools
- Identify and caring for commonly used native landscape plants
- Grading large areas to specified pitches and levels.
- Planning and sequencing small projects
- Supervising one or two fellow crew members for short periods of time
- Pulling a variety of trailers
- Understand Ecological Landscape Principles (see Careers page at [nbnlandscapes.com](http://nbnlandscapes.com))
- Understand soil types as they relate to drainage, as well as nutrient capacity and availability.
- Recognize general health deficiencies of plants