



Job Position - Crew Member Fertilization Division - Fertilization Technician

Reports to: Lawncare Division Manager

FLSA Status: Hourly / Non-Exempt

SUMMARY

The Fertilization Crew Member is an employee of All-n-One who's primary responsibility is the maintenance and fertilization of lawns and fields. This person ensures services are rendered in a timely and safely manner, help achieve company goals and objectives and works with other employees within the when company on mowing, outdoor lighting, pet containment, hardscape/landscapes, irrigation installation and service, nursery and any other services provided by All-n-One. This Team Member completes work according to a schedule where services are being performed and works with the Lawncare Division Manager on services to establish a best model plan to deliver exceptional quality to the customer. This team member maintains customer satisfaction by following prescribed scope of service outlined in the company work order or verbal directions from the Lawncare Division Manager or superior team member. The Fertilization Crew Member participates in meetings, training sessions and demonstrates the All-n-One Pledge of Excellence.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Embrace the company mission, work as hard as you can to help achieve our vision statement and live your life according to our core values;
- Care for established lawns by fertilizing, mulching, aerating, weeding, removing thatch, or trimming or edging around flower beds, walks, or walls;
- Assist in any lawn care product or service provided by All-n-One;
- Operate power equipment to provide fertilization and lawn maintenance services, including but not limited to motorized spreaders, liquid sprayers, push spreaders, mowers, lawn waste blowers, edgers, weed eaters, excavators, tractors, twin-axle vehicles, snow blowers, chain saws, hedge trimmers, sod cutters, and pruning saws, etc.;
- Use hand tools including, but not limited to shovels, rakes, pruning saws, saws, hedge or brush trimmers, or axes, etc.;
- Prune or trim trees, shrubs, or hedges, using shears, trimmers, pruners, or chain saws;
- Mix and spray or spread fertilizers, herbicides, or insecticides onto grass, shrubs, or trees, using hand or automatic sprayers or spreaders; while under the direction of a certified crew member;
- Provide proper upkeep of sidewalks, driveways, parking lots, fountains, planters, burial sites, or other grounds features;
- Ensure the quality, timeliness and efficiency of mowing services to ensure customer satisfaction;
- Assist in the day-to-day work and record keeping;
- Work independently and in teams in order to meet deadlines;
- Proficiency in working as efficiently as possible;
- Work to become knowledgeable in ALL aspects of the business including but not limited to lawn maintenance, irrigation, outdoor lighting, lawn care, pet containment, hardscapes/landscapes, nursery and any other services provided by All-n-One;
- Analyze property and system needs and provide recommendations for improvements to the Lawncare Division Manager;
- Obtain any certification(s) that may be required;
- Use a smartphone or tablet to schedule crew routes, accurately report hours worked and work orders by job each day (approximately 50%-75% of your time will be in the field);

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- Become a servant leader
- Perform all other duties as required and assigned

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, experience and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- High school diploma or GED or job skills and knowledge;
- Knowledge of fertilization, fertilization equipment, supplies and operation of such equipment preferred;
- Familiarity with Material Safety Data Sheets related to any lawn care products used preferred
- Attention to detail;
- Stated above the ability to communicate effectively with Managers, other Crew Members and customers;
- Ability to pass government employee verification; E-Verify;
- Fertilization Experience: (Preferred);
- Maintenance Experience: (Preferred);
- Valid Driver's License: (Required)

WORKING CONDITIONS

- Work is typically performed outdoors;
- Must be able to work in all types of weather conditions;
- May be required to drive to/from job sites while pulling a trailer any time of day;

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to work long hours;
- Ability to adjust work schedule depending upon Company needs. IE: work late or extra to complete a job or catch up due to delays (weather or other delays);
- Physical strength requiring upper body forces up to 50 lbs. Lifting up to 75 lbs; transfer vertical items up to 100 lbs.;
- Hand/eye coordination with ability to safely operate power tools and equipment;
- Ability to climb stairs and ladders; tolerate heights up to 20 ft.;
- Ability to drive and travel via vehicle for long periods of time;
- Overnight travel may be required for this position;