



Job Position – Mowing Division Member - Mowing Team Leader

Reports to: Lawncare Division Manager

FLSA Status: Salary- Exempt

SUMMARY

The Mowing Team Leader is an employee of All-n-One who's primary responsibility is the supervision and field support of the Mowing Division. This person ensures services are rendered in a timely and safely manner, achieve company goals, job objectives and works with other employees within the when company on outdoor lighting, fertilization, 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 Mowing Team Leader 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;
- Maintaining a high level of communication between Lawn Care Division Manager, Crew Leaders, Crew Members and customers;
- Oversee and supervise all Mowing Division Crew Leaders and Crew Members daily;
- Guide the Mowing Division to hit company goals and objectives through scheduling, quality control and any other means necessary;
- Lead each team member through development and knowledge sharing to reach their highest potential;
- Good at delegating work and responsibilities;
- Proficiency in working as efficiently as possible;
- Create a team environment where employees can share ideas and solutions;
- Must exhibit business practices of cleanliness, organization, focus to detail, as well as accountability among team members;
- Lead team meetings and set expectations to achieve tasks/objectives;
- Responsible for quality assurance of all Crew Leaders on a specific team, which encompasses KPI's (key performance indicators) such as NPS (net promoter score), cancellation rate, route growth, weekly goals, call backs vs. production, eval response as well as overall company profitability;
- Maintain a high level of safety at all times;
- Some mechanical and maintenance duties for both trucks and equipment will be involved;
- Be a resource and asset to the leadership team for additional tasks that need to be accomplished;
- 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);
- Operate power equipment to provide mowing and lawn maintenance services, including but not limited to mowers, lawn waste blowers, edger's, weed eaters, excavators, tractor, 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.;

P. O. Box 105888, Jefferson City, MO 65110

www.allnoneoutdoor.com

info@allnoneoutdoor.com

(573) 636-5642 Jefferson City (573) 443-3508 Columbia (573) 348-0362 Lake Ozark

- Work to become knowledgeable in ALL aspects of the business including but not limited to lawn maintenance, irrigation, outdoor lighting, fertilization, lawn care, pet containment, hardscapes/landscapes and any other services provided by All-n-One;
- Obtain any certification(s) that may be required;
- 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;
- Three to five years of experience in team management;
- Knowledge of mowing 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 Crew Leader, Manager and customers;
- Ability to pass government employee verification; E-Verify;
- Mowing Experience: 3 years (Required);
- Maintenance Experience: 3 years (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

BENEFITS

- Health Insurance
- Paid time off (PTO)