



Crew Leader – Mowing and Fertilization

Reports to: Lawn Care Division Manager

FLSA Status: Hourly / Non-Exempt

SUMMARY

The Mowing and Fertilization Crew Leader is an employee of All-n-One who is responsible for leading a team of employees who are tasked with maintaining lawns and fields. This Leader ensures services are rendered timely and works with other employees on all services provided by All-n-One. This supervisor is in charge of a crew who completes work according to a schedule where services are being performed. This Crew Leader also works independently with the Lawn Care Division Manager on services to establish a best model plan to deliver exceptional quality to the customer in the most efficient way possible. The Crew Leader maintains customer satisfaction by following prescribed scope of service outlined in customer contract and fulfills the customer expectations. The Crew 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
- Provide leadership and supervision to a team of crew members. Give direction and performance feedback
- Care for established lawns by mulching, aerating, weeding, removing thatch, trimming or edging around flower beds, walks, or walls
- Operate power equipment to provide mowing and lawn maintenance services, including but not limited to mowers, lawn waste blowers, edger's, weed eaters, excavators, tractors, twin-axle vehicles, snow blowers, leaf vac equipment, chain saws, hedge trimmers, sod cutters, and pruning saws, etc.
- Use hand tools including, but not limited to push brooms, shovels, rakes, pruning saws, saws, hedge or brush trimmers, axes, etc.
- Prune or trim trees, shrubs, or hedges, using shears, pruners, or chain saws.
- Perform site inspections
- Gather and remove litter
- Mix and spray or spread fertilizers, herbicides, or insecticides onto grass, shrubs, or trees, using hand or automatic sprayers or spreaders (following industry standards of safety)
- 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
- Maintain the day-to-day work and record keeping
- Work independently and in teams in order to meet deadlines
- 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, and any other services provided by All-n-One

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- Analyze property and systems to provide recommendations for improvements to staff/customers
- Obtain any certification that may be required
- Use a smartphone or tablet to accurately report hours worked by job each day
- Be willing to periodically share duties (i.e. hardscapes/landscaped, irrigation and snow removal) for evening, weekends and holidays if required to get the jobs completed
- 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
- Experience of directly supervising others preferred
- Knowledge of mowing and irrigation equipment and supplies and operation preferred
- Familiarity with Material Safety Data Sheets related to any lawn care products used preferred
- Attention to detail
- Ability to perform time reporting functions on a smartphone and/or tablet
- Ability to communicate effectively with managers and customers
- Ability to pass a background check
- Ability to pass government employee verification; E-Verify
- Possess a current and clean driver's license
- Ability to safely operate a motor vehicle while pulling a trailer

WORKING CONDITIONS

- Work is typically performed outdoors
- Position requires minimal indoor office work at a computer workstation
- 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 in the outdoors in varying temperatures
- 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 operate power tools, vehicles and equipment
- Ability to climb stairs and ladders; tolerate heights up to 20 ft.
- Ability to travel via vehicle for long periods of time and operate stand, sit down and walk behind equipment
- Overnight travel may be required for this position

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