



Job Position - Mowing & Fertilization Crew Member

Reports to: Crew Leader – Mowing & Fertilization Division

FLSA Status: Hourly / Non-Exempt

SUMMARY

The Mowing & Fertilization Crew Member is an employee of All-n-One who's primary responsibility is the mowing of lawns and fields. This person ensures services are rendered timely and works with other employees within the company on outdoor lighting, fertilization, lawn care, pet containment, hardscape/landscapes, irrigation installation and service, and any other services provided by All-n-One. This Crew Member completes work according to a schedule where services are being performed and works with the Crew Leader 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 Crew Leader or superior team members. The 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 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 mowing and lawn maintenance services, including but not limited to mowers, lawn waste blowers, edgers, 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.
- Prune or trim trees, shrubs, or hedges, using shears, pruners, or chain saws
- Gather and remove litter and debris from customers property
- 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
- 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
- Analyze property and system needs and provide recommendations for improvements to the Crew Leader

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- Obtain any certification(s) that may be required
- Use a smartphone or tablet to accurately report hours worked and work orders by job each day
- 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 mowing, 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
- Ability to communicate effectively with Crew Leader, Manager and customers
- Ability to pass a background check
- Ability to pass government employee verification; E-Verify

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
- 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