



JOB TITLE- Landscape/Hardscape Crew Member

Reports to: Landscape/Hardscape Division Manager

FLSA Status: Non-Exempt/Hourly

SUMMARY

The Landscape Installer is an employee of All-n-One who is responsible for the installation of various lawncare services. This person ensures services are rendered timely and works with other employees within the company on any other service provided by All-n-One. This team member independently completes work according to a schedule where maintenance and installation of services are being performed. This person works directly with the Landscape/Hardscape Division Manager and other team members within the Landscape Division to establish a best model plan to deliver exceptional quality to the customer. The team 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
- Perform grounds-keeping and building maintenance duties.
- Install hardscapes, including building retaining walls, patios, and outdoor living areas.
- Landscape by planting flowers, grass, shrubs, and trees, installing sod and mulch.
- Improve the functional and visual quality of the landscapes
- Be accountable for delivering gardens in a professional quality and on schedule.
- Apply fertilizer to ground to enhance growth.
- Perform routine maintenance duties such as applying plaster, fixing fountains, and other duties.
- Trim shrubs and pull weeds.
- Perform minor repairs and maintenance procedures on equipment utilized in grounds-keeping.
- Equipment cleanliness and maintenance.
- Complete daily work orders as required by each job
- Analyze prospective client's property and system needs and provide recommendations for improvements to staff and/or customers
- Obtain any certification that may be required
- Be willing to periodically share duties (i.e. irrigation repairs and snow removal) for on-call emergencies at night, weekends and holidays
- 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.

- Valid driver's license
- High school diploma or GED or job skills and knowledge
- Knowledge of landscape/hardscape equipment, supplies and operation preferred
- Knowledge of landscape/hardscape installation, maintenance and repair
- Ability to interact professionally with all customers and employees
- Ability to work efficiently with minimal supervision
- Attention to detail
- Ability to perform time reporting functions on a smartphone and/or tablet
- Ability to communicate effectively with managers, team members and customers
- Ability to pass a background check
- Ability to pass government employee verification; E-Verify
- Ability to safely and effectively operate machinery and equipment related to the job
- Experience in irrigation maintenance, repair or installation and the understanding of low voltage lighting installation and maintenance is a plus but not required
- Knowledge of in-ground pet containment system is a bonus but not 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
- 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
- Ability to climb stairs, steps 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