



Crew Leader – Hardscapes / Landscapes

Reports to: Manager – Hardscapes / Landscapes

FLSA Status: Exempt

SUMMARY

The Crew Leader – Hardscapes/Landscapes is an employee of All-n-One and leads and oversees a crew of installers and property maintenance personnel. This person ensures services are rendered timely and works with other employees within the company on any service provided by All-n-One, while the primary focus is on the Hardscapes/Landscapes Division. Completes work according to a schedule where services are being performed and works with the Hardscapes/Landscapes Director on services to establish a best model plan to deliver exceptional quality to the customer. Maintains customer satisfaction by following prescribed scope of service outlined in customer contract and/or bid. 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.
- Operate power equipment to provide installation and maintenance services, including but not limited to company trucks, trailers, excavators, construction equipment, tractors, construction saws, compactors, chain saws, concrete saws, hedge trimmers, sod cutters, and pruning saws, snow equipment, etc.
- Use hand tools including, but not limited to shovels, rakes, pruning saws, saws, hedge or brush trimmers, mauls, hammers, or axes, etc.
- Install, prune, remove or trim trees, shrubs, or hedges, using shovels, shears, pruners, or chain saws, equipment, etc.
- Perform site and job inspections
- Provide proper upkeep of sidewalks, driveways, parking lots, fountains, planters, or other grounds features
- Ensure the quality, timeliness and efficiency of hardscape/landscape services to ensure customer satisfaction
- Implement the day-to-day work and record keeping (i.e.: material lists, invoices, receipts, etc.)
- 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 hardscapes/landscapes, lawn maintenance, irrigation, outdoor lighting, fertilization, lawn care, pet containment, and any other services provided by All-n-One
- Analyze property and system needs and provide recommendations for improvements to staff and/or customers
- Obtain any certification that may be required
- Use a smartphone or tablet to accurately report hours worked by job each day
- Become a servant leader
- Perform all other duties as required and assigned

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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 directly supervising others preferred
- Knowledge of hardscape and landscape equipment and supplies and operation preferred
- Familiarity with Material Safety Data Sheets related to any products used preferred
- 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
- 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 some 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
- 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
- Ability to climb stairs and ladders; tolerate heights up to 20 ft.
- Ability to travel via vehicle for long periods of time
- Overnight travel may be required for this position