



JOB DESCRIPTION

Position:

Crew Member – Maintenance & Restoration

Purpose:

ESC's Crew Member will work on our residential team performing maintenance and installation of residential native plant landscaping and ranch habitat restoration projects. This position will primary be on-site and work with a small team. This role must have mobility to arrive and travel to job sites daily with equipment needed to perform job duties (some job sites up to 45 miles from downtown Austin, mileage compensated).

Job Duties:

As Crew Member, job functions may vary daily and may extend beyond the list below:

- Working in a crew of 1-3 employees
- Weeding, pruning planting and guiding the development of large and small residential landscapes planted with a high diversity of native plants
- Management of ranch restoration projects
- Hand harvest of native seed for company projects
- Minor maintenance of irrigation systems
- Communicating project needs to the Crew Leader
- Use and Maintenance of hand tools and small power equipment as required
- Travel with equipment to job sites daily
- Other duties as required

Education and Experience Requirements:

- 1 year's prior experience in landscaping or construction in an outdoor setting

Qualifications and Required Skills:

- Valid Texas Driver's License and "clean" driving record
- Must be able to lift up to fifty (50) pounds for brief or extended periods
- Must be able to work outdoors around the year
- Strong attention to detail and organization
- Highly Motivated with strong work ethic
- Strong Communication Skills
- Ability to work long periods of the day without constant supervision or direction.

Preferred Skills:

- Interest in native plants, irrigation installation and arborist work
- Bilingual English/Spanish

Working Conditions:

- 90% of time in this position will be spent in outdoor setting
- 5% of time will be in transit in a private vehicle
- 5% of time will be documentation and support to PM's

Hours:

- This will be a Monday-Friday position, from 7:30am-3:30pm. Hours may vary due to seasonal and business needs.

Wage/Salary:

- The starting wage for this position will be \$15.00 per hour, based on skills and experience.

Benefits:

- This position is eligible for full-time benefits including paid time off, holiday pay, healthcare, retirement accounts and other benefits as outlined by the employee handbook.

Reporting Duties:

- This position will report to Crew Leader and Project Managers. Primary Supervisor will be the Crew Leader of specific site.