



## JOB DESCRIPTION

**Position:** Crew Member – Residential Landscape Installation

**Purpose:** Landscape Installation Crew members install native landscapes and native material hardscapes for residential clients in Central Texas. Our teams improve our local ecology with a focus on plant diversity, naturalistic hardscapes and water features. Crew members work on site in a team with decades of combined experience and specialized knowledge of Central Texas native plants and ecology.

**Job Duties:**

- Work cooperatively with a crew of 2-10 experienced landscape professionals
- Install large-scale limestone boulder and cut rock hardscapes
- Install high-quality native landscapes and irrigation systems
- Communicate daily with Crew Leader and/or Project Managers as needed to ensure cohesive team
- Maintain equipment and tools as needed
- Operate trucks, trailers, and equipment with safety and efficiency
- Other duties as required, job functions may vary daily and may extend beyond the above

**Education and Experience Requirements:**

- Two (2) years prior experience in landscaping or construction
- One (1) year prior experience with construction equipment

**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

**Preferred Skills:**

- Experience operating backhoe, skid loader, and other construction equipment
- Interest in native plants, irrigation installation and arborist work
- Bilingual English/Spanish

**Working Conditions:**

- 90-95% of time in this position will be spent outdoors on job site.
- 5-10% of time will be in transit, either private vehicle or a company fleet vehicle

**Hours:** Monday-Friday 7:30am-3:30pm. Hours may vary due to seasonal and business needs.

**Wage/Salary:** The starting wage for this position will be \$19.00 per hour.

**Benefits:** Full time employees qualify for paid time off, health insurance, retirement account, 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.