



JOB DESCRIPTION

Position: Crew Member – Restoration & Residential Maintenance

Purpose: Residential Installation Crew Members primarily maintain residential native landscape installations and long-term land restoration projects. Our teams improve our local ecology with a focus on plant diversity and long-term land management. Crew members work on site alone or with a small team with extensive experience and specialized knowledge of Central Texas native plants and ecology.

Job Duties:

- Work cooperatively with a crew of 1 to 3 experienced landscape professionals
- Weed, prune, plant, and guide development diverse native landscape plants
- Assist in management of ranch restoration projects
- Hand harvest of native seed for company projects
- Maintain and make minor repairs to irrigation systems
- Communicate daily with Crew Leader and/or Project Managers as needed to ensure cohesive team
- Use and maintain hand tools and small power equipment as required
- Travel with equipment to job sites daily
- Other duties as required, job functions may vary daily and may extend beyond the list above

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:

- Knowledge of native plants, irrigation installation and arborist work
- Bilingual English/Spanish

Working Conditions:

- 90-95% of time in this position will be spent in outdoor setting
- 5-10% of time will be in transit in a private vehicle

Hours: Monday-Friday position, 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 are eligible for paid time off, health insurance, retirement account and other benefits as outlined by the employee handbook.

Reporting Duties: This position will report to the Maintenance and Restoration Team Project Manager and will work under the supervision of the Crew Lead.