



ENVIRONMENTAL SURVEY CONSULTING

Restoring our natural heritage since 1985

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JOB DESCRIPTION

Position: Crew Member – Native landscape/Hardscape/Trail Installation

Purpose: Crew members on our Installation Team install native landscapes and native-material trails, hardscapes, and water features for clients in Central Texas. We work together with clients to improve our local ecology with a focus on native plant diversity, sound land management and restoration practices, and client education. Crew members work alongside a team with decades of combined experience and specialized knowledge of Central Texas native plants and ecology. This is an entry level position with opportunities for advancement.

Job Duties:

- Install high-quality native landscapes, hardscapes, and irrigation systems
- Build and maintain wilderness/nature trails
- Work cooperatively with a crew of 2-10 experienced landscape and ecology professionals.
- Communicate daily with Crew Leader and/or Project Managers as needed to ensure cohesive and supportive team.
- Operate and maintain tools, 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:

- Prior experience working outdoors in all conditions.
- Prior experience with construction and/or landscaping/land management equipment

Qualifications and Required Skills:

- Valid Texas Driver's License and "clean" driving record.
- Must be able to arrive on time and follow directions of Crew Lead
- Must be able to lift up to fifty (50) pounds for brief or extended periods.
- Must be able to work outdoors in all weather conditions.
- 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 and knowledge of native plants, land management and restoration practices, irrigation installation, and arborist work
- Irrigation Technician certification
- 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.

Salary/Benefits: The starting wage for this full-time (40 hours per week) position will be \$22.05 per hour.

- Optional participation in group health insurance with company contribution to annual premiums effective in the first full month of employment after 60 days of service.
- Optional Retirement Account: Eligible for Company IRA Plan, with company match of up to 4% gross monthly income after 6 months of active employment
- Mileage Reimbursement, Hauling and Passenger bonuses as described in Employee Handbook
- 8 Paid Holidays per year as listed in the Employee Handbook
- Up to 7 days paid sick time per year (accrued hourly)
- Up to 2 weeks paid vacation per year (accrued hourly)
- End of year discretionary holiday bonuses as determined by ESC owners

Reporting Duties: This position will report to Private Installation Project Manager. This is not a supervisory position.