

Warner's Nursery & Landscape Co.
Position Description

Position Title: Landscape Crewperson PD #
Dept./Division: Landscape Division Eff. Date:
Reports to: Landscape Crew Leader / Foreman Revision #
Supervises:
FLSA Status: Non-Exempt
Class: 4 – Seasonal

Position Summary: The landscape crewperson performs the activities necessary to achieve quality landscape installations in a safe and efficient manner.

Objectives:

1. Achieve quality landscape installation efficiently and safely which will enable the branch and company to reach established goals.
2. Maintain proper care and use of tools, trucks, and equipment.
3. Present a positive company image with employees, clients, and the general public.
4. Be a contributing team member that will result in the successful completion of jobs in a timely manner.

Duties and Responsibilities:

Landscape Installation

- Responsible for loading and unloading material and equipment from the trucks following established safety and handling guidelines.
- Prepare soil for installation (digging holes, adding soil amendments, backfilling, placing plant material properly in the holes).
- Responsible for planting all plant material following industry specifications.
- Responsible for staking, guying, mulching, pruning, and watering properly all planted material.
- Learn construction techniques for walls, walks, patios, pavers, irrigation, stem installations, etc.
- Responsible for cleaning jobsite after job is completed everyday.

Equipment Management

- Proven ability to operate large and small landscape equipment after completing training.
- Responsible for the safe and proper use of landscape equipment.
- Responsible for the maintenance and cleaning of equipment after use.
- Never leave unattended equipment on the jobsite and always use the right equipment/tool for the job performed.

Safety

- Learn and practice all company and equipment safety procedures.
- Use safety gear (eye, ear, clothing) when needed.
- Know the location of first aid kits.
- Report immediately to crew leader or foreman any personal, vehicle, and equipment incidents or accidents.
- Attend all weekly tailgate safety meetings.

Team Participation

- Be willing to accept directions and suggestions for daily job assignments and improvements from the foreman, crew leader, and other team members.
- Give suggestions to foreman to help problem solve any obstacles that delay the project from being completed.
- Ask questions if uncertain on any assignment.
- Be respectful and tolerant of others behavior and views, but bring discrepancy with company and/or team policy to the attention of the foreman.
- Be flexible and willing to shift from one crew to another when needed.

Communication

- Daily with foreman or crew leader.
- Attend company, team, and safety meetings.

Uniforms

- Always wear clean uniforms to work and maintain a professional appearance at all times.

Experience

- Field experience in landscape installment preferred, but not required.

Working Conditions

- Smoke-free workplace
- Drug-free workplace
- Working in seasonal weather conditions (inclement weather)
- Willingness and ability to work 50-60 hours per week during peak season

Physical Requirements

- 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.

Physical Requirements	Frequency (O, F, C)
Standing	C
Walking	C

Duties and Responsibilities	Frequency (O, F, C)
Push / Pulling (25 lbs.)	F
Working with Others	C

Sitting	O
Crouching / Stooping	F
Kneeling	O
Reaching	F
Work at Heights	O
Climbing	O
Operating on-road Vehicle	O
Twisting	F
Lift / Carrying (25- lbs.)	F
Outside in frequent extreme temperatures	C

Working around Others	C
Working Alone	C
Interruptions	C
Repetitive Motion	F
Hand-Wrist	F
Elbow-Shoulder	F
Vision	F
Hearing	F
Finger Dexterity	O

O = Occasionally (0-33%) F = Frequency (33-66%) C = Constant (67-100%)
D = Daily W = Weekly M = Monthly A = Annual

I have read and understand the requirements for this position.

Employee Name: _____

Signature: _____ Date: _____