



JOB DESCRIPTION

Position: Crew Members	Dept: Maintenance Department
Supervises: N/A	Reports to: Foreman
Approved by: Human Resources Dept.	Effective Date: 02/24
Job Summary: <i>Under direct supervision of the Foreman, Crew Members work outdoors as a team to maintain the functional or aesthetic value of a property. During the green season, this includes sod laying, mowing, trimming, mulching, planting, watering, fertilizing, digging, and raking. During the snow season, this includes clearing and maintaining property clear and free of snow and ice management through the use of hand shovels, blowers, and ice-melting products. Must always carry pruners during the green season.</i>	

Essential Duties and Responsibilities include the following, other duties may be assigned.

- Maintain client properties by performing a variety of tasks, which may include any combination of the following: trimming, picking weeds, cleaning flower beds, picking up trash, hauling and spreading topsoil, mulch, and compost; installing plant material including sod, flowers, etc.
- Maintain lawns with walk-behind mowers and/or zero-turn mowers.
- Water lawns, trees, and plants using portable watering trucks, hoses, or watering sprinklers.
- Work safely and efficiently utilizing correct techniques to produce the highest quality of work possible while keeping to production schedules.
- Always follow all policies and procedures related to work safety and the use of personal protective equipment (PPE).
- Maintain tools and equipment properly, and report any damage to equipment and property.
- Report any work injuries immediately.
- Interact with clients, vendors, and the public professionally and respectfully; always adheres to CWL values and ethics in work and conduct.
- Shovel snow from walks, driveways, and parking lots, and spread ice-melt products.

Knowledge, Skills, and Abilities:

Ability to use a variety of hand tools such as shovels, rakes, brooms, and handsaws for simple tasks such as pruning or shearing, grooming gardens, and cleaning up leaves.

Ability to use power tools such as a chainsaw or electric clippers, weed trimmers, and leaf blowers. Ability to operate and maneuver motorized machines such as lawnmowers and riding mowers. Ability to work well as part of a team and to accurately follow directions. Ability to keep to production schedules; Dependability and good attention to detail and constant alertness are necessary for safety reasons and to avoid careless mistakes. Basic knowledge of landscape principles, horticulture practices, and basic plant knowledge.

Education and/or Experience:

High School diploma or GED preferred. A minimum of one year of previous landscaping experience is required. Experience working with 2 cycles and gasoline-powered landscaping equipment.

Physical Requirements:

Require moving one's whole body, such as in climbing, lifting, kneeling, balancing, walking, stooping, and repeatedly bending, where the activities often also require considerable use of the arms and legs, such as in the physical handling of materials; Requires stamina to exert oneself physically over long periods; Must be able to move or handle material generally weighing 0-75



pounds. May be exposed to pesticides and other hazardous materials: Outside work with regular exposure to outside weather conditions.

Safety Requirements:

Position requires the operation of a motor vehicle, equipment, machinery, or power tools.

Classifying the position: **Safety-sensitive**