

Fine Gardening | CREW MEMBER

Position Summary: A Fine Gardening Service Crew member is a seasonal (March – December), full-time position that works with landscape maintenance and seasonal plant rotations for a clientele with high-level expectations.

Reports To: Crew Leader

Essential Responsibilities:

Teamwork

- Work in cooperation with other crew members and for a Crew Leader in an efficient and timely manner.
- Comply with all safety policies, practices, and procedures.
- Solve practical problems and deal with a variety of situations.
- Help maintain cleanliness, operation, and inventory of all assigned supplies, equipment and vehicle.
- Responsible for pro-actively speaking with Crew Leader to clarify duties at specific job sites.
- Maintain a professional, helpful, and optimistic attitude when working with all Topiarius staff and clients.

Technical Role

- Plant seasonal annuals in containers and in-ground.
- Plant, transplant and divide perennials, shrubs and trees.
- Work appropriately with potentially hazardous chemicals, such as but not limited to, fertilizers and pesticides.
- Operate general landscape equipment (i.e. lawn mower, leaf blower, power washer, aerator, etc.).
- Weed within landscape beds, containers, and hardscapes.
- Install mulch (or equivalent).
- Maintain turf (mow, edge, over-seed, aerate, fertilize) and install sod.
- Identify and pick up trash and debris.
- Clean exterior surfaces.
- Transport materials and supplies through client homes with the utmost care.

Activity/Movement

- Frequently lift, carry or otherwise move and position objects weighing up to several hundred pounds using appropriate tools.
- Regularly set up, adjust, control, test, operate, and clean landscape equipment.
- Repetitively work in locations of height (i.e. roof decks, balconies).
- Constantly move about to work.
- Regularly bend, stoop, and crouch on a regular basis.
- Repeatedly climb stairs and occasionally ladders.

Other Desirable Responsibilities:

- Read, interpret, and implement landscape plans.
- Hand prune plant material up to 15' in height.
- Install and troubleshoot in-line drip irrigation systems.
- Install holiday/winter lights and decor.
- Troubleshoot low-voltage lighting system.
- Set-up and shut-down of outdoor water features.

Essential Qualifications:

- 1–3 years' experience in landscaping.
- High School diploma or equivalent.
- Able to count, add, subtract.
- Able to lift and move up to 100 lbs. with appropriate tools.
- Adept at working in outdoor conditions (for instance, low to high temperatures, rain, sun, wind, snow, etc.)
- Able to handle details and instruction accurately.
- Personal commitment to Topiarius' mission.
- Personal commitment to providing exceptional services for clients.

- Speak and understand conversational English.

Essential Skills:

Essential skills need to be performed at minimum with assistance and at best independently.

- Knowledge and experience with landscape tools and equipment.
- Understand low-voltage lighting system installations.
- Plant annuals in landscape beds.
- Plant seasonal displays.
- Plant, transplant, or divided perennials, shrubs, and trees (less than 15'-18').
- Edge turf and landscape beds.
- Blow and collect organic debris
- Prune shrubs, trees, and perennials using proper horticultural techniques.
- Maintain and care for turf.
- Install sod.
- Identify plants.
- Work with in-line drip irrigation systems & water features.
- Record and document daily activities.
- Use mechanical, organic and chemical controls for Integrated Pest Management (IPM).
- Install holiday/winter lights.
- Mulch Installation.
- Weed.
- Water.
- Collect trash.
- Trouble-shoot general problems on job-sites.
- Clean exterior surfaces.
- Set-up/take-down of shade sails and covers for retractable shades. Load/Unload & Transport materials.

Other Desirable Qualifications:

- 3-5 years' experience in landscaping.
- Certifiable education in a landscape related field.
- Ability to count, add, subtract, multiply, divide for basic math, as well as, cubic load calculations.
- Ability to read and write English for industry specific tasks.
- Attentive to physical details in the landscape.
- Have strong organizational skills and follow-through.
- Able to receive and give instructions in Spanish.

Effective Date: Mid-March 2019

Hours and Compensation:

- March-Dec, Mon-Fri 6:30 am – 3:30/5pm. Saturday hours during peak service times.
- Hourly Position: \$15-17 (rate will be commensurate with education and years of experience).
- Paid holidays.
- Paid Time Off and Paid Sick time.
- Medical and dental insurance plans.
- Retirement plan available after 1 year of employment & minimum 1000 hours of worked.
- PayActive (for times when accessing your earned wages before you get your check is necessary).
- Complimentary Life Insurance and Long-Term Disability plans.

Note: Topiarius is non-union shop.

Before Applying:

Visit Topiarius' website (www.topiarius.com) to become familiar with our company. Review the full job description for this position at <https://www.topiarius.com/jobs/>.

To Apply:

No phone calls, please. Please send the following to JobOpportunities@topiarius.com:

- Resume (**as an attachment in MS Word or PDF format**)
- Cover letter explaining why you would be a good fit for this position (**in the body of the e-mail**)

OR

- Complete Job Application.

Please Note:

- Final candidates may be required to undergo a background check.
- All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, or other status protected by applicable law.
- Nothing in this job description restricts the supervisor's right to assign or reassign duties and responsibilities to this job at any time.
- This position is job graded on Topiarius' scale of Technical 1 (Entry/Apprentice) – Technical 4 (Career/Accomplished) at T1/T2