



Title: Crew Member	FLSA: Non-Exempt
Hours: Full-time; 40 hours a week	Salary Range: \$13.50 - \$16.00 hourly
Department: Ground Works	Reports to: Ground Works Crew Lead
Benefits: Full benefits package includes Medical with \$1,500 annual H.S.A. contribution, Dental and Vision plan under \$5 a month, PTO accruals, 403b retirement program with matching contribution, EAP, Supplemental Insurance and much more	

Overview:

Assist in the maintenance of landscapes, using tools, materials and equipment, as directed. Under direct and indirect supervision use predetermined tool and equipment procedures in the field, to assure work is completed within productivity and quality specifications. Maintain tools and equipment, as instructed.

COVID-19 procedures and policies in place, equipment provided. Please send resume and cover letter to be considered for the position.

Essential Job Duties:

1. Under indirect supervision, prepare vehicles for landscape maintenance routes, assuring all tools and equipment are loaded safely.
2. Follow field operation procedures, assuring all safety guidelines and regulations are met including proper usage of ear and eye protection. Maintain adherence to predetermined specification for: mowing heights, edging requirements and clean-up procedures. Follow predetermined specifications in the maintenance of shrub beds, seasonal color beds and hard surface areas, as required.
3. Maintain equipment as directed using specified maintenance requirements. Check vehicles and trailers for safe and efficient operations, using maintenance specifications, as directed. Sharpen mower blades, and pruning tools, using safety and maintenance specifications.
4. Take an active part in safety and team meetings; maintain a cooperative and positive attitude. Maintain safe and productive work habits, assuring job sites are maintained in a professional manner. Promote a positive team atmosphere with coworkers. Demonstrate the ability to effectively lead by example and treat all coworkers with respect and dignity. Report to work consistently and promptly.
5. Maintain a professional appearance in presentation and attire. Wear neat, clean company issued uniform at all times. Respond to client questions and concerns in a professional and courteous manner and report client concerns to supervisor. Report time spent on each job site daily, noting exceptions to the supervisor.

Non-Essential Job Duties:

1. Duties as assigned by Crew Lead or Program Manager.

Requirements:

- Demonstrated proficiency in using & maintaining: 21” mower, power edger, backpack blower, and line trimmer.
- Demonstrated understanding and follow-through of safety regulations for field operations.
- Demonstrated proficiency in safe and efficient loading & unloading of equipment from trucks and trailers.
- Demonstrated proficiency in performing detail field operations: mowing, shrub bed weeding/raking, tree well & curb edging, and clean-up.
- Demonstrated ability to take instruction, manage time efficiently, and work without direct supervision when necessary.

Physical Demands:

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.

- While performing the duties of this job, the employee is regularly and extensively required to use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms, may be required to perform repetitious movements for long periods of time in order to complete a task, stoop, kneel, crouch, or crawl and talk or hear.
- The employee frequently is required to climb, walk, sit, and talk or hear.
- The employee is regularly required to stand; climb or balance; stoop, kneel, crouch, or crawl.
- The employee must occasionally lift, carry, push and pull up to 25 lbs. frequently. Items that are over 25 lbs. must be lifted, carried, pushed, pulled, or moved with proper equipment for assistance (dolly) and proper safety procedures must also be followed.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
- Ability to work in a general office environment as well as outdoor environment. Possible exposure to weather—heat, wet, cold, wind, and noise.

We at Housing Hope are trauma-informed and committed to excelling in creating a holistic, diverse, inclusive, uplifting and appreciative environment. We endeavor to be inter-culturally competent and trauma informed in all our practices and procedures. This simply means that we are attentive to the needs of the workforce. We embrace and practice a high standard of diversity and inclusion and strive for equity for all persons regardless of race, color, religion, citizenship, national origin, veteran status, marital status, political affiliation, sexual orientation, gender identity, disability, sex, age, status in regard to public assistance, or any other basis protected by local, state or federal law.