EVERGREEN
LANDSCAPES

Job Title: Landscape Team Member

Wage: $20-$25/hr (pay is based upon experience)

Company: Evergreen Landscapes

About Evergreen Landscapes

Evergreen Landscapes is dedicated to creating and maintaining beautiful outdoor spaces for both residential and commercial clients. Our commitment to quality, attention to detail, and strong team spirit drive our success. If you're looking to build your landscaping career and enjoy working in a collaborative environment, we'd love to have you join our team!

Position Summary

As a Landscape Team Member, you will play a vital role in the success of our projects by working alongside your team to deliver high-quality landscaping services. This is a hands-on position involving a variety of landscaping tasks, with pay adjusted based on experience level. While leadership responsibilities are not required, we value initiative and a strong work ethic.

Key Responsibilities

- **Landscape Installation**: Assist with planting, mulching, sod laying, and other softscaping tasks.
- **Hardscaping Support**: Help with the installation of patios, retaining walls, and other hardscaping features.
- **Equipment Operation**: Operate basic landscaping tools and machinery safely and effectively.
- **Team Collaboration**: Work closely with your crew to complete projects efficiently and maintain a positive work environment.
- **Site Cleanup**: Ensure worksites are clean and orderly at the end of each day.
- **Material Handling**: Assist with the loading and unloading of materials and equipment.
- **Seasonal Work**: Support snow removal operations during the winter months.

Qualifications

- **Experience**: No experience required, but prior landscaping or related work is a plus. Higher pay is available for candidates with experience.
- **Physical Requirements**: Ability to lift heavy materials, work outdoors in various weather conditions, and perform physically demanding tasks.
- **Team Player**: Strong communication and collaboration skills to work effectively within a team.
- **Driving & Machinery**: A valid driver's license is preferred. Experience operating landscaping equipment is a bonus.
- **Safety Awareness**: Commitment to maintaining a safe work environment by following company safety protocols.

Why Join Evergreen Landscapes?

- **Competitive Pay**: Earn more with experience and hard work.
- **Year-Round Work**: Enjoy steady employment, including snow removal operations in the winter.
- **Career Growth**: Gain valuable skills, grow into a Team Lead, and scale from there.
- **Supportive Environment**: Work alongside a friendly and respectful crew dedicated to excellence.
- **Top-Notch Tools**: Access to high-quality equipment and resources to help you succeed.

What Success Looks Like

- You arrive on time, ready to work, and consistently contribute to your team's productivity and morale.
- You develop and improve your skills, taking on new challenges with confidence and enthusiasm.
- You ensure that all tasks are completed to the highest quality standards, leaving clients thrilled with the results.
- You maintain a positive and respectful attitude, building strong relationships with your teammates.
- You demonstrate safety awareness and help maintain a safe worksite for everyone.
- You show initiative, positioning yourself for potential growth into a Team Lead role and beyond.

Evergreen Landscapes Career Progression

1. **Crew Member (Entry-Level)**
    - No prior experience required.
    - Assists with basic tasks, learns equipment operation, and follows safety protocols.
    - Focuses on skill-building and efficiency.
2. **Tier 1 Landscape Team Member**
    - More skilled, able to work independently on basic tasks.
    - Operates small equipment, assists with softscape and basic hardscape installations.
    - Develops foundational plant knowledge.
3. **Tier 2 Landscape Team Member**
    - Higher-skill laborer with more responsibility.
    - Operates larger equipment, leads small tasks, and troubleshoots minor issues.
    - May begin training newer crew members.
4. **Team Lead**
    - Oversees a small crew and ensures job site efficiency.
    - Delegates work, maintains quality control, and solves on-site problems.
    - Handles minor client interactions and supports project managers.
5. **Assistant Project Manager**
    - Assists in managing larger jobs, scheduling, and ordering materials.
    - Bridges the gap between fieldwork and full project management.
    - Develops leadership and organizational skills.
6. **Project Manager**
    - Manages multiple crews and oversees project execution.
    - Handles client communication, budgeting, and problem-solving.
    - Works closely with the sales and design teams to ensure successful project completion.
7. **Operations Manager**
    - Responsible for overall field operations and crew performance.
    - Oversees scheduling, staffing, and job efficiency.
    - Works with the owner to improve company processes and strategy.
8. **Sales/Design Manager *(Alternative to Operations Manager)***
    - Focuses on client relationships, estimates, and job planning.
    - Develops and refines designs while coordinating with project managers.
    - Bridges the gap between sales, design, and field operations.
9. **General Manager**
    - Oversees all business operations, including sales, projects, and field management.
    - Manages budgets, hiring, and overall company direction.
    - Reports to the owner and plays a key role in long-term company growth.