EVERGREEN
LANDSCAPES

Job Title: EXPERIANCED Landscape Team Lead

Wage: $30-$40/hr (pay is based on 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 an experienced landscaper with leadership potential, we'd love to have you on board!

Position Summary

As the Landscape Team Lead, you will oversee a crew of landscapers, ensuring that each project meets our high standards and is completed on time. This role involves hands-on work in the field, team supervision, and guiding year-round operations—including managing our snow removal efforts during the winter.

Key Responsibilities

- **Project Coordination**: Plan and schedule daily tasks, delegate responsibilities, and track project progress to ensure timely completion.
- **Team Leadership**: Train, coach, and supervise a landscaping crew, fostering a supportive and productive work environment.
- **Quality Control**: Conduct on-site inspections to confirm all work aligns with company and client expectations.
- **Equipment & Materials Management**: Oversee the proper operation and maintenance of tools and equipment; coordinate material needs for each project.
- **Client Communication**: Professionally address customer questions or concerns and provide timely progress updates.
- **Safety Compliance**: Maintain a safe work environment by enforcing safety standards and protocols.

- **Problem-Solving**: Identify on-site issues and implement solutions promptly to keep projects on schedule and within budget.
- **Winter Operations**: Lead and manage snow removal operations during the off-season months.

Qualifications

- **Landscaping Experience**: At least **4 years** of professional landscaping experience, including machinery operation, plant installation, and softscaping.
- **Hardscaping**: Experience in hardscaping is strongly preferred.
- **Driving & Machinery**: Must have the ability to operate large trucks, trailers, and other machinery safely and effectively.
- **Physical Requirements**: Able to lift heavy materials, work in various weather conditions, and remain on your feet for extended periods.
- **Licenses/Certifications**: Valid driver's license required (Landscape-related certifications are a bonus, but not required).
- **Crew Leadership**
  Ability to lead and motivate a crew with a positive attitude while maintaining a productive and respectful jobsite environment. The Landscape Team Lead will be responsible for directing daily tasks, keeping the team on schedule, and ensuring everyone is working efficiently and safely.
- **Commitment to Quality**
  Strong commitment to maintaining a high standard of workmanship on every project. The Landscape Team Lead must take pride in the finished product, pay attention to detail, and ensure all work meets Evergreen Landscapes' expectations for quality and professionalism.

Why Join Evergreen Landscapes?

- **Competitive Compensation**: We offer pay commensurate with experience, plus overtime.
- **Year-Round Work**: From ground thaw to ground freeze, and then lead individuals during our snow removal operation in winter.
- **Career Growth**: Endless opportunities. We are a growing, ambitious company.
- **Team Environment**: Work alongside a supportive, friendly crew that values respect and collaboration.
- **Quality Tools & Equipment**: We invest in up-to-date equipment and resources to help you excel.

Join Evergreen Landscapes and let’s grow together!

Evergreen Landscapes Career Progression

1. **Crew Member (Entry-Level)** ($18-20)
    - 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** ($20-$24)
    - 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** ($24-$28)
    - 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** ($28-$40)
    - 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.