

DO YOU LOVE TREES?

DOES TALKING ABOUT SOIL MICROBIOME GET YOU EXCITED?

WE'RE HIRING

Arborist

TEXAS TreeSurgeons

- Base salary supplemented by commission earnings
- Company vehicle provided for work related travel
- Comprehensive health, dental, and vision insurance coverage
- 401(k) retirement savings plan
- Paid time off
- Access to professional development opportunities
- Potential for internal career advancement

office@texastreesurgeons.com | 196 S. International Rd,Garland TX, 75042

Arborist

Pay: Salary + Commission - Full Time

About Us:
We love trees! Texas Tree Surgeons is a woman owned, locally owned and operated full-service tree care company with more than 20 years of experience in caring for urban trees in the DFW metroplex. We've built our reputation on exceptional tree care, scientific expertise, and a genuine passion for preserving and expanding our urban forest. Education is a part of our culture. We invest in our team through ongoing training, professional development, and opportunities to continuously expand your knowledge. If you're the type of person who gets excited about discussing how Quercus polymorpha and Quercus buckleyi are distinctively different, ranting with coworkers about turf, and takes pride in preserving trees to thrive for generations, we'd love to meet you.

Job description:
Do you love trees? Can you discuss proper tree watering techniques with a customer? Does talking about soil microbiome get you excited? This is an ideal position for an arborist who values ethical tree care, clear communication, and autonomy while working within an established team. The full-time Commission-Based Sales Arborist is responsible for evaluating trees, developing accurate and ethical work recommendations, and managing projects from initial client contact through job completion. This is a commission-based role that requires strong arboricultural knowledge, excellent communication skills, and close coordination with crews and management.

Key Responsibilities
- Conduct on-site tree inspections and consultations with clients provided during the specified time frame on the provided bid.
- Develop written proposals based on current arboricultural best practices and company standards
- Clearly explain scope of work, pricing, timelines, and expectations to customers
- Maintain consistent, professional communication with clients before, during, and after their job or project is completed
- Coordinate with production crews to ensure work is performed according to the proposal and industry standards
- Perform job site visits as needed to address questions, changes, or concerns
- Serve as a liaison between customers, crews, and management
- Ensure all recommendations and specifications align with company policies and procedures
- Stay current on continuing education units (CEUs), industry research, ANSI A300 standards, and applicable local regulations
- Utilize the latest arboricultural data and accepted practices when making recommendations
- Accurately document site conditions, work specifications, and job notes
- Represent the company professionally within the community
- Use CRM software to document clients' trees adding; photos, notes, tree types, referral and any pertinent details that management has deemed necessary to track.

Skills / Requirements:
- ISA Certified Arborist (or ability to obtain within a defined timeframe)
- Strong working knowledge of tree biology, pruning standards, and risk assessment
- Excellent written and verbal communication skills
- Ability to manage multiple projects simultaneously
- Comfortable working independently while collaborating closely with crews and management
- Proficiency with basic technology for proposals, scheduling, and communication

Preferred Qualifications:
Candidates holding a degree in arboriculture, urban forestry, natural resources, or plant-related sciences.
Ability to communicate in both English and Spanish is highly desirable.

Benefits
- Hourly compensation along with a commission-based pay structure, with earning potential tied directly to sales performance
- Company vehicle provided for work related travel
- Comprehensive health, dental, and vision insurance coverage
- 401(k) retirement savings plan
- Paid time off
- Access to enrichment courses and professional development opportunities
- Potential for internal career advancement
- Collaborate with a team of skilled arborists who truly love trees
- Contribute to the enhancement of our urban forest in North Texas

Community Involvement
From time to time, the company may participate in volunteer or community service activities related to our industry or local community. Employees are expected to participate in these occasional events as part of their role, unless otherwise communicated. Advance notice will be provided whenever possible. We're selective about volunteer opportunities and only commit to ones that genuinely matter. When we do, we ask staff to participate as part of supporting the team and the community. These events are infrequent, planned in advance, and meant to be positive and team building.

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