



Career Path : LANDSCAPE NOVICE

The novice must know and gain proficiency in performing basic tasks of landscape installation.

REQUIREMENTS

- No previous experience needed.
- Legal documentation to verify employment eligibility.
- Wear appropriate work boots, uniform shirts ascribed by company policy.
- Familiar with company manual and policies contained and set forth, include safety guidelines/standards.
- Use assigned tools and equipment in proper/safe manner.
- Assist unloading work trucks, delivery trucks, on site set up. Keep job site staging area clean and organized.
- Assist in keeping the job site tidy/safe.
- Have full range of mobility in upper and lower body.
- Be able to reach over head.
- Be able to work in various positions including, but not limited to, stooping, standing, bending over, sitting, kneeling, and squatting for extended periods of time.
- Be able to lift, pull, and push materials and equipment to complete assigned job tasks.
- Be able to lift 50# of weight frequently throughout assigned work day.
- Be able to bend and stoop repeatedly throughout assigned workday.
- Maintain physical fitness level required to perform assigned job tasks.
- Reliable transportation to job site/office.
- Report to work at the assigned time and assigned location, perform duties as assigned. If unable to report for work, notification to company office is mandatory.

JOB SKILLS

- Learn aspects of installation work and assist where needed or assigned.
- Able to use basic installation tools: shovel, spade, maddox, digging bar, hand rake, wheelbarrow, lawn roller, grading rake.
- Proper/safe operation of electric demolition hammer.
- Learn and perform basic planting skills.
- Learn the operation of basic power equipment, i.e. - rototiller, chain saw, line trimmer, etc.
- Dig and clear drain/irrigation trenches.
- Communicate w/ lead people regarding progress of tasks.
- Able to meet company production rates and standards.



EVALUATION

- Novice expected and required to demonstrate safe work behavior and practices at all times, at all locations of work, including with hand tools, power equipment and working with and around teammates.
- Novice expected to learn and demonstrate proper use of equipment within 90 days of hire.
- Novice expected to meet production rates set forth by company as assigned.
- Novice expected to meet job skill specifications prior to advancing to Landscaper I.

REPORTING

- This position reports directly to leadman/daily supervisor/ foreman.

WAGE BASE

- Base or Entry Level scale

