

Van Zeeland Nursery & Landscape

Position Description

Job Title: Construction Landscape Crew Member

Position Summary: Hardscape Crew Members are responsible for working in a team environment to complete successful installations of hardscape and carpentry construction projects. These projects include patios, walkways, walls, pergolas, decks, and other hardscape designs. Beyond construction skills, this position requires strong customer service experience, critical thinking skills, and strong attention to detail.

Job Responsibilities and Duties

- **Installation**
 - Complete the installation of hardscape and carpentry designs to industry specific and company standards.
 - If necessary, complete proper deconstruction, demolition, and/or removal of existing hardscape and carpentry project.
 - Maintain strong work pace to ensure project meets targeted project hour's goal.
 - Ensure craftsmanship meets Van Zeeland Nursery & Landscape standards.

- **Equipment**
 - Operate machinery (such as tracked loaders and mini excavator) required to install hardscapes.
 - Ensure all equipment is used and maintained properly.
 - Report problems with vehicles and/or equipment immediately.
 - Report equipment and supply needs.
 - Make sure that vehicle capacities are not exceeded.

- **Other Responsibilities and Notes**
 - Must be able to regularly lift and move heavy objects (50-80 lbs.+).
 - Meet or exceed targeted billable hour's goal.
 1. 40 billable hours per week on project site until July 4
 2. 36 billable hours per week on project site after July 4
 - Assist in maintaining a clean work environment including breakrooms, bathrooms, and community spaces.
 - Exemplify company mantra and values.
 - Attend monthly employee meetings.
 - Complete other tasks and projects as assigned and needed for continued company growth.
 - Continually strive to improve company processes and self.

- **Qualifications**
 - Strong customer service skills.
 - Physical strength, stamina, and coordination to conduct role.
 - Strong attention to detail.
 - Strong critical thinking skills to ensure good decision making occurs.
 - Previous experience installing hardscapes or experience in related fields (such as concrete installation).
 - Must speak fluent English.
 - Must have valid driver's license and driving record that meets insurance company's requirements.
 - CDL strongly desired.



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Acknowledgment

I have reviewed this job description and I understand all of my job duties and responsibilities. I am able to perform the essential functions as outlined. I understand that my job may change on a temporary or regular basis according to the needs of my location or department without it being specifically included in the job description. I further understand that this job description supersedes all prior job descriptions for this position. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my immediate supervisor or a member of the Human Resources staff.

I further understand that future performance evaluations and merit increases are based on my ability to perform the duties and responsibilities outlined in this job description to the satisfaction of my immediate supervisor. I have discussed any questions I may have had about this job description prior to signing this form.

Employee Printed Name

Employee Signature

Date