

# Van Zeeland Nursery & Landscape

## Position Description

**Job Title:** Softscape Crew Member

**Position Summary:** Softscape Crew Members are responsible for working in a team environment to complete successful installations of landscaping projects. This position requires strong customer service experience, a high level of physical stamina, and strong decision-making skills.

### **Job Responsibilities and Duties**

- **Installation**
  - Complete the installation of landscape designs.
  - If necessary, complete proper deconstruction of existing landscaping materials.
  - Maintain a strong work pace to ensure the project meets the targeted billable hour's goal.
  - Ensure craftsmanship meets Van Zeeland Nursery and Landscape standards.
  
- **Equipment**
  - 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.+).
  - Assist in maintaining a clean work environment including breakrooms, bathrooms, and community spaces.
  - Exemplify company mantra and values.
  - Attend monthly employee meetings unless otherwise approved by direct supervisor.
  - 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 stamina to conduct the role.
  - Strong critical thinking skills to ensure good decision making occurs.
  - Must have a clean driving record and valid driver's license.

### **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.



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## Position Description

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Employee Printed Name

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Employee Signature

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Date