Job Title: Construction & Repair Services Crew Leader

Position Overview: The Construction & Repair Services (CRS) Crew Leader is an experienced employee in maintenance and construction working with minimal supervision. The position works as a member of the team and directs the activities of one or more crews at a job site. The Crew Leader is able to operate a variety of equipment and has a working knowledge of landscape planting and maintenance practices.

Key Responsibilities:

- Organizes weekly jobs, ensuring that sufficient resources, materials and equipment are available, and complete in the most time-efficient manner.
- Ensure work is fully completed with an emphasis on quality
- Operates a variety of mechanical equipment including but not limited to mowers, weed eaters, chain saws, pumps, sprayers, hand tools, compactors, grinders, drills, jack hammers, heavy equipment (Skid Steer, Mini Excavator)
- Operates vehicles, such as pickup trucks and truck/trailer combinations
- Routinely interacts with clients by way of introductions at the beginning of a job, answering questions, responding to client requests, making reasonable changes to the plan and providing a walk-through at the job's completion
- Obtain aquatic pesticide application license and be knowledgeable about appropriate pesticides, pesticide application equipment and safety
- Assist in conducting technician performance reviews
- Manages a team of two or more employees, including handling personnel issues on site and training employees to understand and adhere to company policies, procedures and goals
- Manage general maintenance and appearance of trucks and equipment
- Suggest and explain benefits of enhancements to client's property
- Maintain a good driving record.
- Perform basic mechanical installation and repairs as well as routine maintenance on equipment
- Completes necessary paperwork including timesheets, work orders, change orders and job notes
- Briefs supervisors and makes recommendations on job status, personnel issues or client concerns
- Works as a member of the team

Requirements & Qualifications:

Experience & Skills

- **Required:** High School Diploma or GED.
- **Preferred:** Associate degree or experience in landscaping, environmental management, water resources, fisheries science, or stormwater maintenance.
- **Technical Knowledge:** Experience with aquatic vegetation, turf maintenance, heavy equipment operation (skid steers/excavators), and safe boat/trailer operation is highly desired.

Licensing & Certifications

- **Driver's License:** Must possess a valid driver's license with a clean Motor Vehicle Record (MVR).
- **Industry Licenses:** Must currently hold or obtain the **North Carolina Aquatic Pesticide Application license** and the **North Carolina SCM Certification**.

Physical Demands

- Ability to lift and carry up to **80 lbs**.
- Comfort working in and around water, mud, and steep slopes.
- Willingness to work outdoors in all weather conditions.
- Ability to travel, including occasional overnight trips.

Core Attributes

- **Team Player:** Positive attitude with a willingness to assist coworkers and do whatever is necessary to complete the job.
- **Accountable:** Takes pride in work, solves problems, and delivers on commitments to customers.
- **Tech-Savvy:** Familiarity with computers, general business software, and mobile apps for timekeeping.

Benefits:

- **Competitive Pay**
- **Time Off:** Annual Paid Vacation + 11 Observed Holidays
- **Health:** Insurance Benefits (Health, Vision)
- **Retirement:** Company-Matched 401K
- **Perks:** Company Phone provided

Equal Employment Opportunity Statement:

Bland Landscaping Company and Foster Lake & Pond Management provide equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, veteran status, sexual orientation, gender identity, or any other characteristics protected by federal, state, or local laws.