

**Job Title: Construction & Repair Services Technician**

**Position Overview:** The Construction & Repair Services Technician is responsible for assisting the CRS Division in the successful completion of aquatic projects. This role reports directly to Project Managers to execute field tasks, maintain equipment, and ensure projects are completed efficiently and safely. This is a team-oriented role that requires a blend of physical labor, technical skill, and consistent communication.

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**Key Responsibilities:**

**Field Operations & Project Support**

- **Execution:** Assist Associate Project Managers with the mobilization, demobilization, and completion of job-related tasks.
- **Material Management:** Assist in obtaining and organizing the necessary materials and equipment specified for each project.
- **Safety & Maintenance:** Ensure proper safety equipment is always used. Perform basic maintenance on equipment and facilities, including vehicle inspections and troubleshooting fountain/aeration systems.
- **Skill Development:** Actively learn and apply new skills to grow into greater responsibilities, such as crew oversight.

**Communication & Administration**

- **Team Communication:** Keep Division and Project Managers updated on equipment needs, personnel concerns, and project status.
- **Responsiveness:** Respond to company emails within 2 business days and texts/phone calls during working hours.
- **Digital Reporting:** Utilize company software for effective client reporting and time tracking (maintaining <25% administrative time).
- **HR Compliance:** Complete self-check-ins, calendar updates, and feedback requirements by stated deadlines.

**Training & Development**

- **Continuous Learning:** Attend at least one company-led training annually and maintain proficiency checklists.
  - **Certification:** Keep licenses current through Continuing Education Credits (CEUs).
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**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.
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**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.