

TRUE EARTH CAREER PATH

True Earth Landscapes
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OUR VALUES

- Team mindset- We're all working towards a common goal.
- Responsibility- Own your mistakes, learn from them.
- Use mindfulness- Practice common sense and attention to detail.
- Enjoy- Contribute to a positive work environment.

Landscaper Level 1

Pay Rate: \$19-21/hr

MAINTENANCE



- Safely load and unload vehicles
- Keep vehicles clean
- Mowing and edging lawns
- Weeding and pruning beds
- Raking, blowing and tidying gardens
- Basic plant ID

INSTALL

- Safely load and unload vehicles
- Jobsite demolition, excavation and prep
- Levelling and grading
- Move materials and heavy lifting
- Willingness to listen and learn
- Efficient work ethic

Landscaper Level 2

Pay Rate: \$21-23/hr

MAINTENANCE



- Pruning plants for health and form
- Aerating and power raking
- Fertilizing and liming
- Basic irrigation repair
- Coach level 1 workers to improve their skills and knowledge
- Intermediate plant ID

INSTALL

- Set grades and prepare site based on instruction from crew lead
- Plant layout, design and placement
- Planting and mulching
- Irrigation and lighting installation
- Basic carpentry, hardscape and masonry skills

Crew Lead

Pay Rate: \$23-27/hr

MAINTENANCE



- Optimize schedule for efficiency
- Think multiple steps ahead to save time
- Ensure tools and equipment are loaded for the day's schedule
- Communicate with customers and supervisors to meet expectations
- Notice deficiencies and make recommendations for improvement
- Delegate tasks to crewmembers
- Coach crewmembers for skill and knowledge improvement
- Manage and use all administrative apps

INSTALL

- Design and install irrigation and lighting systems
- Understand all the steps of the job and adhere to plans and timelines
- Offer solutions when problems arise
- Communicate with client for clarification on design or other decisions
- Calculate and order materials in advance to maintain production
- Be familiar with a wide range of installation and construction skills
- Lead and train crewmembers to complete high quality installations on budget

Production Manager

Pay Rate: 45k-65k

MAINTENANCE



- Answer all emails and client inquiries within one business day
- Coordinate special requests and complaints to be resolved promptly
- Design maintenance routes and assign accounts to crews
- Conduct weekly meetings with crew leads
- Train, coach and develop employees of all levels
- Ensure successful onboarding and training of new hires
- Update CRM and schedule new clients

INSTALL

- Pass booked jobs off to crew leads
- Ensure crews are performing under budget (hours and materials)
- Make frequent site visits and conduct regular meetings with crew leads
- Keep customer satisfaction high
- Make recommendations to client for materials and design decisions
- Coordinate material orders to ensure quality control
- Process change orders
- Update CRM and administrative software