

# JAKE'S DESIGNS INC: LANDSCAPE DESIGN/INSTALL

This position requires a dependable, hard working person that loves working with their hands and takes pride in their work. We can design and bid all day long, but if we don't have someone to install our jobs we are pretty much worthless. The field employee is the backbone of this company in which the client sees actual results on their property.

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| <b>Job Title:</b>     | Field Employee/Landscape Installer                                |
| <b>Position Goal:</b> | To ensure a quality/timely landscape installation for our clients |

## RESPONSIBILITIES

### Landscape Installation

You will be required to follow our systems of installation for various items that we install. You will need to be able to follow your project manager's lead and instructions to assure a quality landscape installation that the client is thrilled with. You will need to take pride in your work, we always say, "install this as if you were installing at your mom's house".

### Personal Conduct

Whether the client is there or not, someone is ALWAYS watching you! Your conduct on a work site is always a direct reflection of the company as a whole, YOU are who the public sees and judges us upon. It is imperative that your manners and appearance are always top notch.

### Safety

Landscape construction is an inherently dangerous job. We will equip you with all the knowledge and material needed for a safe work environment, it is up to you to follow our instruction and make sure there are no accidents on the job.

### Team Player

You will be working on a crew, a TEAM. You must work as such. Being a team player not only infers that you will get along with others, but will also be willing to take the "sucky duty" from time to time for the better of the team.

### Snow Removal

You will be required to perform snow removal duties during the snowy months. This will ensure year round employment at your position, something not all landscape companies can promise.

### Punctuality

You will always be expected to be on time and ready to work when called upon. During the landscape season, we will work a regular schedule so this will be easy to schedule. The winter months are more sporadic as Mother Nature will depict working hours more often.

### The Experience

The thing that will separate us from other landscape companies is 'the experience' of our clients. There are two things that will define a "win" for our company.

- Is the client thrilled with the experience and product we delivered?
- Was the job profitable for the company?

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## REQUIREMENTS

- Landscape industry experience of 1 year minimum
- Winners Mindset...Self driven individual that sees the big picture...Whatever it takes attitude
- Knowledge of landscape tools and equipment
- Valid Driver's License with dependable vehicle
- Presentable appearance and communication skills, manners
- Ability to work in a team environment and take direction from project managers

## HOW THIS POSITION CONTRIBUTES TO OUR SUCCESS

You are the person that builds what is only in our minds, you are the results person. If you perform well, the company does well as a whole. All eyes are on you when you are on a jobsite and the appearance of the company depends on you. Our field workers are the people that the clients sees the most, a lot is riding on your personal performance.

## PERFORMANCE WILL BE EVALUATED ON...

1. *Quality of items installed*
2. *The company finished on time & within budget per your hard work*
3. *Your attitude towards continual improvement.*
4. *Our client's recommendations to others based on their experience.*
5. *Punctuality and attendance.*
6. *Profit goals are met & exceeded.*

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| REVIEWED BY | <i>Title</i> |
| APPROVED BY | <i>Title</i> |
| DATE POSTED |              |
| DATE HIRED  |              |