

## **Tree Service Foreman**

We are a family-owned business located in Rehoboth, MA. Our company was started in the 1980s and we have proudly served our town and surrounding areas ever since. We are a small and tightknit crew. When you work for us, you are truly working with us. Our father and son arborist team will work side by side with you every day.

We are looking to fill **one** Foreman position. This position is not easy. We work hard and are looking for someone with the same work ethic. We have decades of knowledge and skills that we are eager to pass on to the right candidate. If you have a passion for the outdoor/environment, motivated and not afraid of getting your hands dirty; this is the job for you!

### **A successful candidate will be able to:**

- Maintain a positive attitude and keep motivated during a strenuous work day
- Display a willingness to learn and have a strong work ethic
- Maintain favorable attendance within company policy
- Have a desire for long-term employment
- Must display pride in themselves and the work in which they perform.
- Must be able to think critically, asses/troubleshoot situations and work strategically
- Provide our customers with utmost care and service
- Be able to be exposed to poison ivy, oak and sumac and other potential allergens

### **Brass Tacks:**

We work all year long. However, the schedule is part-time to full-time based on seasonal demand and weather. Transparently, this means we do slowdown in the winter and gear up to max full-time in summer. We are looking for someone who wants to be with our company long term; not just a seasonal position. We understand the struggle of a varying schedule and try to supplement the slower season with other tasks when applicable and necessary.

Full-time schedule is Monday to Friday starting at 7:30AM and ending around 3:30PM. Ending time does vary depending on the job(s) assigned to the day. During inclement weather, you might be asked to be on-call for a later start time or storm damage.

Pay will be \$25.00 hourly and paid bi-weekly. After 6- months, we will consider a salaried pay.

### **Forman Responsibilities/Requirements include but are not limited to the following:**

- Ability to give directions to the crew on the ground to ensure the safety of the work zone
- Ability to prune, shape and cleanout trees and bushes
- Ability to use a hedge trimmer
- Ability to work a stump grinder
- Ability to use a bucket truck and do bucket work – extending up to 75 feet
- Ability to work independently while maintaining safety measures
- Able to lift in excess of 50lbs
- Ability to operate a chainsaw safely
- Ability to use tools of the trade. Example: hand tools, rakes, shovels, pruners
- Ability to move, drag and lift tree limbs/brush into chipper for extended periods of time
- Assist in the maintenance of equipment; truck, chipper, grinder, chainsaws etc.

- Controlling pedestrian, road and sidewalk traffic as needed
- Properly tying and untying arborist used knots
- Controlling lowering ropes, and supply tools for tree climbers aloft
- Ability to split firewood and operate splitter
- Keeping garage and truck inventory
- Maintaining maintenance and repair documentation
- Logging and signing off on time-sheets for direct reports
- Provide performance reviews for direct reports on a quarterly basis
- Confidence and knowledge to run the crew and execute jobs in absence of the owner – rare occasions

#### **Safety Responsibilities/Requirements**

- On site alertness is required and taken very seriously. Must be able to look straight up and around to maintain complete spatial awareness
- Maintaining a clean, organized, and safe working environment both on the jobsite and at the shop
- Safely operating all equipment. Example: chainsaws, chippers, stump grinders etc.
- Following all safety and standards outlined by the company handbook, training, OSHA and MA/RI DEM
- Ability to communicate safely, efficiently, and clearly with other crew members.

#### **Education, Experience and Licensing Requirements:**

- A high school diploma or equivalent is required
- Applicants must be 18 years old or over
- 5 – 10 years of tree service or landscaping experience is required
- At least 2 years of foreman or leadership experience in the Arboriculture field is required
- Applicants must be legally authorized to work in the United States.
- Valid Class B MA CDL is required – proof of license required before hiring
  - Maintain a Class B MA CDL driver's license with clean driving record
  - Ability to proficiently drive vehicles over GVW 26,000 lbs.
  - Ability to drive a vehicle with a manual transmission – required
  - Ability to drive, reverse and park vehicles towing trailers
- Valid DOT medical card
- All employees are required to supply their own reliable transportation to and from the shop

#### **Company Benefits:**

- Paid company holidays
- Flexible non-paid vacation and sick time policy
- Company t-shirts, long sleeve shirts and sweatshirts provided; after probationary period
- If interested in management, paid Arborist training and licensing; pending annual review;
- One free cord of wood - annually
- Yearly holiday bonus
- More benefits coming!