



Living Hardscapes Inc.

Hardscape Design & Install

RETAINING WALLS & SITE WORK – JOB POSTING: CREW LEAD

STEP UP FROM CREW MEMBER. GROW INTO FIELD LEADER!

POSITION TITLE:

Crew Lead

Are you the person on the crew who naturally helps keep things moving? Do you take pride in hard work, clean work, and building something that lasts? Are you ready for more responsibility, but not quite looking to run an entire project as the foreman yet? If so, this could be the next step for you.

Living Hardscapes Inc. is looking for a **Retaining Wall Crew Lead** to work directly under the Site Foreman and help lead the crew in the field. This is a hands-on leadership role for someone who wants to grow, take ownership, and build a real career in commercial retaining wall construction.

COMPANY:

Living Hardscapes Inc. is a retaining wall contractor serving Middle Tennessee. We specialize in engineered retaining wall packages, including big block walls, small block walls, gravity walls, MSE walls, drainage systems, excavation, backfill, compaction, and sitework connected to retaining wall construction.

We are building a high-performance company with strong field leaders, clean systems, and crews that take pride in doing the work right. Our work is physically demanding, detail-driven, and important. We build walls that support roads, buildings, parking lots, slopes, and commercial sites.

We are looking for people who want more than a paycheck. We want people who want to grow.

POSITION TYPE:

Full time

DESCRIPTION OF DUTIES:

As a Crew Lead, you will:

- Work directly with the Site Foreman to keep the crew organized, productive, and on task.
- Help lead a small crew in the construction of retaining walls, including big block, small block, gravity, and MSE wall systems.
- Assist with layout, excavation, base preparation, drainage installation, geogrid/extendors, block installation, backfill, compaction, caps, etc....
- Operate equipment such as skid steers, compactors, mini excavators, and other construction equipment as qualified.
- Help stage materials including wall blocks, gravel, geogrid, drainage pipe, fabric, tools, and equipment.
- Help newer laborers learn correct installation methods and safe work habits.
- Maintain wall quality by paying attention to grade, alignment, batter, drainage, compaction, and installation sequence.
- Help maintain a clean, safe, and professional jobsite.
- Communicate clearly with the Foreman about material needs, production issues, safety concerns, or layout questions.
- Step in and keep the crew moving when the Foreman is checking plans, coordinating deliveries, talking with the GC, or solving jobsite issues.
- Support company documentation as needed, including photos, receipts, material tracking, time, and daily progress updates.
- Show up on time, work hard, take direction, and lead by example.

SKILLS AND REQUIREMENTS:

The right candidate should have:

- 2+ years of construction, hardscape, sitework, excavation, or retaining wall experience.
- Retaining wall experience preferred.
- Basic equipment operation ability.
- Familiarity with lasers, levels, string lines, grade stakes, saws, compactors, and hand tools.
- Ability to read, understand and follow Construction plans, layout, grade, and elevation direction.
- Ability to lift 80 lbs repeatedly and work outdoors in heat, cold, mud, dust, and difficult job-site conditions.
- Strong work ethic and ability to maintain pace without constant supervision.
- Good communication skills with the Foreman and crew.
- Willingness to train others.
- Reliable transportation to job sites.
- Valid driver's license and clean driving record.
- Ability to work some evenings and weekends when needed.

- Willingness to travel occasionally to projects outside the normal service area.
- Desire to grow into a Foreman or higher-level field leadership role.

COMPENSATION:

- **\$23–\$28/hour**, depending on experience, skill level, and leadership ability.
- Weekly pay.
- Overtime after 40 hours.
- Professional development opportunities.
- Tools and gear allowance after 6 months.
- Clear advancement path toward Site Foreman.

HOW TO APPLY:

If this sounds like you, fill out our company application and attach your resume by using the following link: <https://livinghardscapes.com/career-opportunities>
Tell us why you would be a great fit for our team!