



Landscape Gardener

Summary: Reporting to the manager, you are responsible for providing direction, feedback and training as well as working with their team to construct and maintain landscape projects in the spring summer and fall seasons, and providing snow clearing services in the winter months.

Responsibilities:

- Assess assigned properties, consult with clients and Armdale Lawn Care management as needed; design and plan projects, and execute them with team
- Work in a safe manner by wearing personal protective equipment, and implementing and monitoring safety training
- Provide direction to Team Members by assigning tasks, providing specific feedback on their performance on a timely basis, providing training and/or requesting additional training where required
- Monitor Team Members' performance and raising concerns with the Team Member as required, giving clear direction regarding the changes that are needed
- Report/describe the work performed in a timely and accurate manner
- Operate company vehicles and equipment in a safe manner by obeying motor vehicle regulations, implementing training, identifying/reporting required repairs, completing routine maintenance, and by keeping the vehicles and equipment clean and tidy
- Develop, maintain and strengthen business relationships with existing and potential customers by engaging them in a respectful and courteous manner
- Perform preventative maintenance on vehicles, tools and equipment by conducting inspections, performing minor maintenance tasks, and cleaning on a daily basis
- Raise operational and performance concerns and celebrations with co-owners on a timely basis by keeping them apprised
- Some specific duties
 - Plant identification and disease identification
 - Planting and maintaining trees, shrubs and various plants (including knowledge of best practices)
 - Sodding
 - Creating garden beds

- Maintaining garden beds including weeding and mulching
- Garden designing
- Other duties as required

Technical Competencies and other requirements:

- Experience working with softscape and hardscape construction and maintenance
- Grade 12 or GED from a recognized educational institution or an equivalent combination of education and experience
- A valid Nova Scotia Drivers' License, with clean driving abstract
- Landscape Horticulture diploma (considered major asset)
- Extensive familiarity with Landscape Training Manual for Maintenance Technicians (provided)
- Ability to work outside for extended periods of time in all weather conditions, working with stamina in a physically demanding, fast-paced environment
- Ability to work flexible hours, including evenings, nights and weekends on occasion
- Manual dexterity to manipulate equipment and hand/power tools
- Ability to bend, stretch, work in a squatting and kneeling position for long periods of time with lots of opportunities to move around
- Ability to lift and carry 20 kg over short distances unassisted
- Access to a reliable Smartphone with at least 500MB of data/month
- Clean criminal record check

Typical Behaviours Required for Success:

Accountability: Accepts full responsibility for self and contribution as a team member; displays honesty and truthfulness; confronts problems quickly; displays a strong commitment to the business's success and inspires others to commit to goals; demonstrates a commitment to delivering on his/her duty and presenting oneself as a credible representative of the business to maintain the customers' trust and foster customer loyalty.

Commitment to Wellness: Committed to working safely and maintaining a healthy body, mind, and spirit/mood.

Communication: Effectively communicates by actively listening and sharing relevant information so as to anticipate problems and ensure effectiveness of the business; effectively communicates by adjusting style, tone and level of detail appropriate to the customer and occasion.

Customer Service: Is dedicated to meeting the expectations and requirements of customers in a manner that provides satisfaction for the customer and fosters customer loyalty.

Developing Others: Involves a genuine intent to foster the learning or development of others with an appropriate level of need analysis, support and challenge.

Ethics and Integrity: Follows through on commitments; is widely trusted. Respects the confidentiality of information. Displays honesty and is forthright with people. Carries their fair share of the workload. Takes responsibility for own mistakes and does not blame others. Treats others fairly and with respect; refrains from behaviour or language that is exclusionary or offensive in nature. Is committed to doing the right thing for the environment.

Initiative: Identifies what needs to be done and takes action to achieve standard of excellence beyond job expectations. Contributes new ideas; is a self-starter; looks for ways to add value to the business. Assumes responsibility for results of own actions and their impact on the business. Completes assignments without the need for prompting from his/her supervisor or others.

Relationship Building: Able to develop, maintain, and strengthen trust in relationships with others who are in a position to support the success of the business.

Results Orientation/Achievement: Consistently delivers required business results; sets and achieves achievable, yet aggressive, goals; consistently complies with quality standards and meets deadlines; maintains focus on the business's goals and values. Monitors and checks work or information and plans, and organizes time and resources efficiently.

Teamwork and Cooperation: Able to effectively work and complete assignments in group settings. Works cooperatively, with a positive attitude, with others to achieve common goals. Treats others with dignity and respect and maintains a friendly demeanor; values the contributions of others.

Team Leadership: Effectively manages and guides group efforts; tracks team progress, adequately anticipates roadblocks, and changes course as needed to achieve team goals; provides appropriate feedback concerning group and individual performance, including areas for improvement.

Pay rate: \$21-\$25 depending on experience

Applications can be sent to Laura DesChamp: laura@armdalelawncare.ca