



Job Description: Landscape Labourer

Reports to: Landscape Construction Foreman

Purpose:

The Landscape Labourer is responsible for performing a variety of work tasks (generally physical labor) in order to assist with the completion of landscape construction projects. The landscape laborer will be required to operate a variety of tools and equipment to carry out specified job tasks.

Job Summary – THE 3R's

Role:

- Landscape Labourer

Responsibility:

- Perform as team player with focus on optimism and passion
- Efficiently complete landscape tasks according to plan, with focus on quality and production.

Result:

- Quality landscape work is efficiently completed while growing in skill and professionalism, in a positive team environment.

Metrics to Measure Results:

Success within this position will be measured by:

- **Performance** - Reviews conducted every trimester by direct supervisor.

Detail Overview of Responsibilities:

1. Positive Team Player

- Work safely and in a responsible manner, with eager participation and initiative.
- Demonstrate continuous growth through personal goal achievement.
- Demonstrate active participation in regular team meetings
- Comply with all company policies and regulations and local health and safety regulations
- Wear appropriate personal protective equipment at all times
- Communicate to customer in polite and courteous manner
- Maintain standards of cleanliness and organization in assigned trucks, trailers, equipment, jobsites, and shop/yard areas

2. Efficiently Produce Work

- Assist crew with the following tasks:
 - a) Construct walkways and patios, walls, fences, decks, posts, etc.
 - b) Dig ditches or trenches and perform land clearing activities
 - c) Plant and maintain garden beds and lawns
 - d) Load and unload materials, tools, and equipment required to complete landscape construction projects
 - e) Transport materials using shovels, wheelbarrows, carts, dollies, and hand lifting/carrying
 - f) Perform preventative maintenance on tools and equipment by conducting inspections, lubricating, and cleaning on a daily basis
 - g) Operate various tools including: chainsaws, jackhammers, laser levels, measurement equipment, shovels, hammers, drills, etc.
 - h) Periodically operate heavy equipment, including skidsteer, excavator, and loader as directed by supervisor.

Key Success Behaviours, Skills and Requirements:

Behaviours:

- Aligned with Hutten & Co. Core Values of Knowledge, Optimism, Relationships, Passion.
- Ability to work both independently with little supervision, and as part of a team
- Highly alert, and demonstrates problem solving skills
- Driven to improve efficiencies, with ability to work under pressure and tight deadlines
- High attention to detail in technical specifications and written communication.
- Intuitive, critical thinker
- Highly structured in organization and time management, demonstrating initiative
- Demonstrate initiative in meeting task based goals

Skills:

- Technically skilled
- Effective communication skills (both verbal and written in English)
- Demonstrates ability to read and interpret blueprints and specifications
- Demonstrate competency in specific materials, methods, tools, equipment and techniques required to complete required tasks in a safe and responsible manner
- Demonstrate basic math skills
- Read and interpret blueprints, structural drawings, and specifications to perform work activities
- Understand basics of grading and layout

Requirements:

- Follow instructions
- Perform work quickly and efficiently, demanding excellence in quality of work

- Ability to walk, stand, crouch for long periods of time and carry out strenuous physical tasks
- Desire to embrace and use technology
- Valid driver's license and safe driving record

Minimum Qualifications and Educational Requirements:

1. High School Diploma, GED or equivalent
2. Preference given to candidates with one or more years' experience in the landscape/construction industry

Work Conditions:

- Ability to work with hand tools, power tools, small engine equipment, heavy equipment, and materials
- Ability to lift a minimum of 50 lbs. repeatedly through an entire work shift
- Ability to work in a fast paced environment
- Excellent stamina is required
- Work near heavy equipment and other vehicles on a regular basis
- Work outdoors in various conditions including heat and humidity, rain, dust, noise, and cold
- Flexible working hours including occasional weekend work