

Lead Lawn Technician Job Description

Overview: Beyond Housing exists because home matters. We begin with actual houses and housing preservation, focusing on quality and stability to give people a place to start. But there is more to a home than the house ~ home is about the life that happens in and around the house, as well as the life that fuels and draws out the best of the people within it. That life, in turn, is shaped by the community, its influences, its structures, and the people and dynamics that define it.

Beyond Housing helps entire communities become better places to live. We engage where we're needed, focusing on building consensus among leaders, providing and preserving housing, fostering community structures that shape lives, and guiding systems that make people's lives better.

We lead with vision for what a community can be ~ every community is different, but thriving communities tend to share the same basic set of positive traits regarding housing, safety, education, health, infrastructure, and access to basic human services.

We bring together leaders and resources, volunteers and citizens, and pursue a wide assortment of creative approaches to build stronger, healthier communities for life.

Finally, we are community builders, not kingdom builders. "It's their neighborhood, future, & dreams". Our objective is to help build and contribute the good things we do for the sake of adding value to the lives of the people we're honored to serve.

Position: Beyond Housing owns and manages 400 scattered site single family homes, 2 multifamily senior living buildings, and several commercial, retail, and school buildings throughout St Louis County. The Beyond Housing Lawn Crew can expect to have a work load of 150+ lots per month. The Lead Lawn Technician is responsible for all Lawn Technician duties, as well as, supervising a seasonal team of 2 Lawn Technicians.

Responsibilities include, but are not limited to:

- *Note: this is a seasonal, working Lawn Technician position, with managerial duties*
- Completion of Daily Lawn List at scattered site locations. Duties can include:
 - Mowing
 - Blowing
 - Weeding
 - Edging
 - Pruning
 - Watering
 - Planting shrubs
- Use of hand and power tools to perform a wide range of landscape and irrigation duties.
- Use of edger, weed whip, and walk behind mower, backpack blower, and chainsaw.
- Operate and maintain riding lawnmower or zero-turn mower.
- Ability to determine wanted and unwanted vegetation.
- Ability to use power and hand tools.
- Follow and enforce safety practices.
- Cleanup of job sites; consisting of debris, household materials, trash and etc.
- Other unskilled tasks such as: exterior cleaning, leaf raking, tree/shrub trimming, debris removal, snow removal, and other landscaping duties.

- Carry a sense of urgency to assure work is done in a timely manner. Evenly coordinate duties to team.
- Supervise a team of 2 or more seasonal Lawn Technicians. Provide support, guidance, training, and motivation.
- Ensure all staff are following PayCom policy. Review and approve Payroll weekly.
- Maintain inventory and restock lawn supplies and fuel as needed.
- Drive company vehicle to transport team and equipment with attached trailer.
- Maintain vehicle, trailer, and all lawn equipment to insure the equipment's safety and reliability.
- Work for extended periods of time in various weather conditions.
- Ability to teach and train new laborers.
- Assist the Maintenance Superintendent and on-site Managers with any unplanned needs or special tasks.

LIFTING REQUIREMENTS:

- The typical lifting requirements of this position.
- Lifting 50 pounds maximum with frequent lifting and/or carrying of objects weighing up to 25 pounds. This is considered a medium lifting required position.
- **PHYSICAL DEMANDS:**
- Bending - frequent
- Pushing - frequent
- Hearing - constant
- Reaching - occasional
- Climbing - occasional
- Seeing - constant
- Speaking - frequent
- Standing - frequent
- Walking - frequent
- Definitions: Constant - activity is continually occurring and required to perform the essential functions of the job. Frequent - activity is a usual and customary part of the essential function of the job. Occasional - activity is needed to perform the essential functions of the job at random intervals. Not Required - may be a routine part of the job, but the essential functions can be performed without this activity.

Personal Qualities:

- Collaborative -- A dynamic personality that is collaboratively minded, can recognize and identify strengths, seek consensus around mutual goals, and build meaningful relationships.
- Creative and Curious -- A systems-thinker and builder, who is not afraid to be innovative in designing solutions and has skills in articulating these ideas and concepts.
- Methodical -- Strong analytical, systems, and problem-solving skills to evaluate performance, prepare reports, and recommend/implement solutions using independent judgment. Ability to move from concepts to action through strong program design and evaluation.
- Reliable -- Leadership skills that reflect and value a team approach, demonstrated integrity, effectiveness, efficiency, and the ability to deliver high quality service. Highly capable of handling multiple tasks, projects and timelines. Excellent oral and written communications skills.
- Trusted -- Ability to work with residents, partners, and staff of diversified backgrounds with a positive, optimistic, solutions-oriented attitude. Shares a deep respect for the community, its stakeholders and the residents that we serve.
- Driven -- Passion for the work and an interest in continuous learning and improvement.

Preferred Experience and Qualifications:

- High school diploma or GED required.
- 2 years' experience in lawn care and/or similar field required.

- 1 year supervisor experience required.
- Due to the inherently dangerous nature of the industry and the requirements to work with or around hazardous equipment, employees must be able to maintain attention and concentration for extended periods of time.
- Must be able to wear PPE as necessary.
- Must be able to enter and exit a vehicle numerous times a day.
- Must be able to withstand exposure to all kinds of weather while completing work assignments, i.e., rain, heat, sun, cold.
- Must be able to traverse various terrains.
- Must have endurance necessary to perform these duties throughout a standard eight-hour day. Must be able to work long hours and overtime during emergencies (including holidays, weekends, etc. Subject to call out work).
- Must have knowledge of heavy equipment. Must be able to operate and service all required tools and equipment. Identify and report unsafe/unsanitary conditions, equipment repairs, and other problems to Area Manager.
- Must be able to pass a background check and Motor Vehicle Records Check (MVR).
- Excellent interpersonal, written, and verbal communication skills, with the ability to communicate in a professional and cordial manner with co-workers, staff, visitors and residents
- Ability to work effectively in both individual and group settings.
- Must have valid class E license and valid insurance, with ability to safely tow loaded trailer.

Supervisor:

- Direct- Maintenance Superintendent

Supervises:

- Lawn Technicians

Salary and Benefits:

- Seasonal Full-time, hourly position with benefits for full-time position as determined in current Beyond Housing Employee Handbook

Application Instructions:

Please send **resume and cover** letter to hr@beyondhousing.org by **March 30, 2019**. For more information on Beyond Housing, visit www.beyondhousing.org

The above statements are intended to describe the general nature and level of work being performed by people assigned to this position. They are not intended to be a complete list of all responsibilities, duties, and skills required. Beyond Housing is an Equal Opportunity Employer.

ADA – Beyond Housing is committed to furthering the purpose of the American with Disabilities Act (ADA). The company is always willing to consider reasonable accommodations, which may allow a disabled person to perform this or any other job. The **Summary of Physical Requirements** is a list of what we believe at this point to be necessary in order to perform the essential functions of the job.

Diversity & Inclusion Statement At Beyond Housing, we are committed to promoting ***Diversity, Inclusion, and Equity*** throughout our organization and culture. We strive to understand and appreciate the individuality of every employee and create a better place to work for all. We nurture a culture where everyone positively acknowledges equity through action and is aware, understanding, and appreciative of diversity.

Our vision is to go beyond simple tolerance and fully embrace the things that make each person unique. We recognize that our employees' differences support our ability to advance equity for the communities we serve. Further, we understand that equity is critical to the fulfillment of our mission to help entire communities become better places to live.