

Job Description



Position: Laborer - Tier 1

Reports to: Superior (Either lead hand or foreman depending on job)

Summary:

The laborer is responsible for assisting superiors in accomplishing all on-site aspects of landscape/hardscape construction or maintenance projects within the allotted scope of time.

Core Capabilities:

- Customer and quality focus
- Effective communication skills (both verbal and written)
- Team work
- Excellent problem solving abilities
- Responsibility
- Dependability (i.e-attendance and timeliness)
- Ethics and integrity

Job Duties:

- Assist superiors in execution of construction or maintenance projects to aid in completion of job(s) **within project deadlines**
- Abide by all safety, quality and productivity protocols for work at sites and/or shop/yard
- Assist in the completion of jobs from beginning to end
- Work efficiently
- Learn to operate tools and equipment safely under the direct supervision of a mentor
- Learn to operate various tools and equipment, including possibly: heavy equipment, chainsaws, jackhammers, laser levels, measurement equipment, shovels, hammers, drills, etc.
- Assist in the construction of walkways & patios, walls, fences, decks, posts, landscape plantings, etc.
- Begin to learn and understand how to interpret construction plans, structural drawings, and specifications to complete work projects (if promotion is desired)
- Comply with all company policies and regulations
- Do your part in maintaining standards of cleanliness and organization in crew trucks, trailers, equipment, jobsites, and shop/yard areas
- Identify safety or efficiency concerns with superior in order to improve the installation process
- Strive to ensure that your work activities are carried out in a safe and efficient manner, and that fellow crew members are in compliance with what you know to be the safety standards
- On-site training
- Communicate with customers in a polite and courteous manner

Requirements:

- Currently attending High School, have attended High School, received a GED or equivalent
- No prior experience necessary
- Must show an aptitude for, and demonstrate efficient, dependable, and responsible behavior while on the clock (i.e - ability to stay off of your phone and work expediently)
- Show an ability to blend with and adopt to Elegant Estates company culture
- Capable of operating equipment and tools in a safe and responsible manner
- Effective communication skills (both verbal and written)
- Ability to work under pressure and tight deadlines

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- Time management skills
- Must possess a valid and clean driver's license, or working papers
- Speak, read, and write English
- Must show discipline to use smart phone ONLY for emergency purposes while clocked in for work
- Must be able to pass random drug testing

Work Conditions:

- Ability to work with hand tools, power tools, small engine equipment, heavy equipment, and materials
- Must be willing to meet superiors at job sites when required
- Ability to lift a minimum of 50 lbs. repeatedly throughout 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
- Must be capable of adapting to a wide range of work conditions due to different sites
- Work outdoors in various conditions including heat and humidity, rain, dust, noise, and cold
- Flexible working hours including occasional weekend work

Acknowledgement/Acceptance:

I, the undersigned, understand the requirements that come with this position and acknowledge that failure to show the ability to comply with these requirements may lead to my termination or demotion and is at the sole discretion of my superior I report to. I also understand that there will be a period of 30-60 days to demonstrate my capacity for this position. Should I not be found capable for this position, other possible positions may be explored.

Employee Name (Please Print)

Date

Employee Signature

Superior Name (Please Print)

Date

Superior Signature

Initial: _____