



**POSITION TITLE:** Crew Member

**EMPLOYMENT TYPE:** Seasonal Full Time

**MIN. HOURS:** 30 hours per week

**STARTING SALARY RANGE:** \$17.06 - \$19.00 per/hr. based on experience

**EMPLOYMENT PERIOD:** Annually March 15<sup>th</sup> – October 31<sup>st</sup>

### **BENEFITS**

- Eligible for Overtime
- Paid Sick Leave
- Paid Holidays
- Paid Vacation Time
- Annual Merit and COLA wage increase

### **COMPANY CONFORMANCE STATEMENT**

In the performance of their respective tasks and duties all employees are expected to conform to the following:

- Perform quality work within deadlines with or without direct supervision.
- Interact professionally with other employees, customers, and suppliers.
- Work effectively as a team contributor on all assignments.
- Work independently while understanding the necessity for communicating and coordinating work efforts with other employees and organizations.

### **POSITION PURPOSE**

The Full Time Seasonal Crew Member is a seasonal full time employment opportunity with Vintage Valley, LLC., supporting all aspects of the Vintage Valley Landscaping objectives, as well as urban and rural agriculture installation and maintenance. The candidate must possess ability to learn skills in landscape maintenance, landscape installations, horticulture and agriculture production. The candidate must be comfortable working outdoors in all temperatures and types of weather and must possess sufficient physical fitness/strength to lift landscaping tools and materials. The candidate must also be comfortable operating equipment such as commercial lawn mowers, tillers, backpack blowers, heavy equipment, and machines. Vintage Valley Crew Members should be friendly and dependable and be able to work with other staff as required, as well as have a strong attention to detail and ability to multitask. In all instances s/he must perform in accordance with and be committed to the Vintage Valley mission.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

1. Show up on time, every time, ready to work
2. Execute work on residential and commercial contracts for Vintage Valley Landscaping, including landscape installations, landscape maintenance, and property maintenance and cleanups
3. Properly operate and maintain landscaping equipment and machines
4. Attend all required trainings and certifications
5. Other duties as assigned by Supervisors or Leads
6. Perform other duties to support success of Vintage Valley Landscaping

### **SUPERVISORY RESPONSIBILITY**

This position does not require supervision of other staff.

### **ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals

with disabilities to perform the essential functions. The work environment characteristics include working outdoors, on residential and commercial properties, in the public right of way, in gardens, in all weather conditions, including extreme heat and cold, and all types of precipitation.

### **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to talk and hear. The employee is required to stand for six hours or more per workday. The employee is required to kneel, squat, bend over and use hands to work in the gardens and in landscapes. The employee must be able to use motor skills and vision to operate landscape equipment. Candidate must be able to lift 75 pounds. Specific vision abilities required by this job include close vision and ability to adjust focus.

### **TRAVEL**

Local travel to project sites is required. For normal working hours, transportation is provided via company vehicle.

### **REQUIRED EDUCATION AND EXPERIENCE**

1. Commitment to work in diverse settings
2. Ability to execute scopes of work; adjust as situations warrant; think on feet
3. Ability to move through tasks in urgent manner and manage time effectively
4. Ability to adjust to emerging priorities, motivated, and effective listener
5. Must be willing to work flexible hours, including some split shifts
6. Ability to establish and maintain effective relationships with supervisory staff, other crew members, customers, and community residents
7. Ability to withstand wide range of weather conditions and lift and carry up to 75 lbs.

### **PREFERRED EDUCATION AND EXPERIENCE**

1. Highschool diploma or GED
2. Experience in horticulture and landscape work, including landscape construction, landscape installations and grounds maintenance preferred
3. Experience maintaining and operating commercial landscape equipment and tools preferred
4. Proven ability to work with individuals from diverse backgrounds
5. Willing to obtain Washington State driver's license and maintain throughout employment
6. Effective oral communication skills

### **EQUAL EMPLOYMENT OPPORTUNITY**

Our organization is committed to equal employment opportunity. We will not discriminate against employees or applicants for employment on any basis including, but not limited to: race, creed or religion, color, national origin, families with children, sex, marital status, sexual orientation, gender identification, age, military status, citizenship status, the presence of disability; the use or nonuse of lawful products off the employer's premises during non-working hours.

### **OTHER DUTIES**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

### **VINTAGE VALLEY, LLC IS AN EQUAL OPPORTUNITY EMPLOYER**