



N59W14397 Bobolink Ave
Menomonee Falls, WI 53051
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www.villani-landshapers.com

Position: MAINTENANCE CREW LEADER

Reporting To: Maintenance Operations Manager

Positions That Crew Leader Supervises: Maintenance Crew Members

Description: At Villani Landshapers, Maintenance Crew Leaders are self-motivated, customer-focused, experienced landscape industry professionals with demonstrated leadership ability and a passion for detail in their work. Crew leaders must be reliable in their daily attendance and adaptable, proactive and organized in their approach to running their crews efficiently.

Responsibilities:

- ☑ Leads, directs, and performs hands-on landscape maintenance work with a crew of 2-4 members on a daily basis
- ☑ Has the knowledge and experience to mentor crew members to safely and efficiently perform the daily field skills of the maintenance department
- ☑ Accurately completes all daily paperwork before leaving at the end of each work day
- ☑ Accountable for understanding budgets and efficiently directing crew members' work on properties to meet or stay under budgeted hours
- ☑ Responsible for managing the maintenance of assigned equipment, including coordinating maintenance with the shop mechanic, immediately reporting any equipment damage, and maintaining a clean and organized truck and trailer
- ☑ Respectfully and proactively communicates with clients, crew members, sales staff and management on a daily basis
- ☑ Accountable for attending and participating in the morning crew leader huddle with their route book and pruners prior to the start of each work day
- ☑ Follows and enforces all applicable safety rules on the job sites
- ☑ Makes recommendations to Operations Manager for crew member reviews, rewards, and discipline
- ☑ Lead by example in all tasks, always showing Villani Landshapers' "Passion for Detail" and setting high expectations for new and existing crew members
- ☑ Adheres to all company policies and procedures and promotes company core values.
- ☑ Abides by company dress code at all times and ensures that all crew members follow dress code as well
- ☑ Perform other incidental and related duties as required

Qualifications:

- 3 years landscape industry related experience
- Ability to perform physical labor continually for up to 12 hours a day, in a variety of changing weather conditions
- Demonstrated ability to safely operate all equipment used in landscape maintenance
- Ability to clearly verbally communicate with clients and internal staff
- Adheres to all company policies and procedures
- Wisconsin Pesticide License is desirable, but not required (Pay incentive available for obtaining Pesticide License)
- Valid Wisconsin driver's license with ability to maintain an insurable driving record

Compensation & Benefits:

- Year-round compensation structure starting at \$15-\$17 per hour depending on experience
- Health, dental and vision insurance after 60 days
- Additional pay incentives may be available for licensing and job performance
- Uniform program with boot reimbursement
- Training programs
- Employee recognition programs
- Discretionary attendance bonuses
- Opportunity to work with new equipment
- Paid holidays