



N59W14397 Bobolink Ave
Menomonee Falls, WI 53051
Ph. (262)252-4541
www.villani-landshapers.com

Position: Landscape Construction Foreman

Reports to: Landscape Operations Manager & Project Managers

Positions That Foreman Supervises: Landscape Crew Members

Description: At Villani Landshapers, Landscape Construction Foremen are self-motivated, customer-focused, experienced landscape industry professionals with demonstrated leadership ability and a passion for detail in their work. Foremen 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 construction work with a crew of 2-8 members on a daily basis.
- Responsible for implementing on-the-job training and evaluating work performance of all crew members, ensuring crew is efficiently performing industry best practices in all facets of the daily work, including technical work, planting, and paperwork.
- Holds the authority and responsibility for making recommendations to Operations Manager and Project Managers for crew member reviews, rewards, and disciplinary action.
- Teaches, promotes and encourages teamwork throughout the department to accelerate efficiency in production.
- Accepts full responsibility for the work performed on the jobsite.
- Ensures that all daily paperwork is accurately completed and turned in by end of day, including labor sheets, load lists, D.O.T logs and equipment repair forms.
- Responsible for understanding the flow of a landscape project and efficiently using staff on a wide variety of projects.
- Responsible for understanding job budgets, showing awareness of job staging and efficiently directly crew members' work to meet or stay under budgeted hours.
- Reads and interprets plans and blueprints on a wide variety of scales to execute landscape construction jobs.
- Mentors the safe operation and use of a wide variety of landscaping equipment, to include daily cleaning, inspection and maintenance of equipment, trucks and trailers.
- Installs a wide variety of natural stone and concrete products, including patios, walks, seatwalls, columns, and retaining walls.

- Installs a wide variety of plant material, including trees, shrubs, perennials and annuals according to landscape design plan.
- Uses a transit to establish proper elevations within projects for proper water drainage.
- Respectfully and proactively communicates with clients, crew members, sales staff and management on a daily basis
- Accountable for attending and participating in all mandatory departmental and company meetings.
- Follows and enforces all applicable safety rules on the job sites, including proper use of Personal Protective Equipment.
- 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
- Consistently lift 50+ pounds on a daily basis
- Demonstrated ability to safely operate all equipment used in landscape construction
- Ability to clearly verbally communicate with clients and internal staff
- Adheres to all company policies and procedures
- Valid Wisconsin driver's license with ability to maintain an insurable driving record highly preferred

Compensation & Benefits:

- Competitive hourly rate depending on experience
- Health/dental/vision insurance available for year-round employment
- Additional pay incentives may be available for licensing and job performance
- Uniform program with boot reimbursement
- Opportunity to work with new equipment
- Training programs
- Employee recognition programs
- Paid holidays