



Employment Opportunities at Land-Escapes Inc.

Are you creative and hard working? Do you love working out of doors? Do you thrive on new challenges and think you would enjoy a seasonal career? If you have a passion for plants, a gift for operating equipment, a talent for irrigation or a flair for supervising people, Land-Escapes Inc. wants your talent. We are always seeking great people for our growing business and are willing to invest in them.

We are a smoke and drug free company and we offer: Great Pay, production bonuses, career tracks, weekly training.

The following are current opportunities:

- Landscape Crew Leaders, seasonal and year round, \$14-20/hr.
- Landscape Crew Members, seasonal, \$10-15/hr.
- Maintenance Services Crew Leader, seasonal, \$12-16/hr.
- Maintenance Services Crew Member, seasonal, \$8-12/hr
- Nursery Manager, seasonal, \$12-16/hr.
- Nursery Crew Members, seasonal \$8-12/hr.

To apply:

1. Fax your completed [application](#) to 406-227-9101 or
2. E-mail info@MontanaLandEscapes.com or
3. Mail application to: Land-Escapes Inc, 10 Sparrow Rd. East Helena, MT 59635

**** Attach Resume if you have one.**

Position Statement For Crew Leader-Design Build Division

Job Type: Full time, seasonal contract
Reports To: Landscape Division Operations Manager
Required Result: Lead, coach and manage Design-Build crews while managing and producing landscape projects on time and on budget, within the required parameters of the project.

Duties and Responsibilities:

1. Develops and maintains a professional relationship with the project owners, managers, our vendors and subs.
2. Is responsible for maintaining safety standards on the job site.
3. Coordinates with Project Manager to schedule any necessary materials, subcontractors, equipment, etc.
4. Produces the project within hours budgeted.
5. Performs interviews, hiring, coaching, reviews, exit interviews, disciplinary actions and termination for crew members.
6. Performs training and development for crew members, creating highly skilled and competent landscape installers.
7. Maintains and submits all records for each job on a daily basis.
8. Works without supervision, using skills and knowledge gained by experience, industry certification, or a degree, to install landscaping projects.
9. Operates equipment in a safe manner, observing all safety regulations as prescribed by Land-Escapes , Inc. and the equipment operator's manual. Trains crew members in equipment operation.
10. Reads, interprets and implements Landscape and Construction Plans. Works without supervision, using skills and knowledge gained by experience, industry certification, or a degree to install landscaping projects.
11. Reads and implements landscape and construction plans.
12. Reads and implements Land-Escapes handbook.
13. Participate in recruiting and advancing employees.

Preferred Skills and Experience:

- Degree in landscape design, construction, horticulture or equivalent experience.
- Has 1-3 years landscape installation experience.
- Has 1 year leadership experience.
- Has great customer service skills.
- Is self motivated.
- Has a great, positive attitude.
- Has a professional demeanor in dress, speech and personal conduct.

Position Statement for Crew Leader – Maintenance Services

Job Type: Full time, seasonal contract
Report to: Account Manager - Maintenance Services
Required Results: Lead and manage crews and projects while producing Maintenance Services projects on time, on budget, and within the required parameters of the project.

Duties and Responsibilities:

1. Develops and maintains a professional relationship with the project owners, managers, our vendors and subs.
2. Schedules and orders all necessary materials, subcontractors, equipment, etc.
3. Coordinates with Account Manager regarding projects.
4. Produces the project within hours budgeted.
5. Is responsible for maintaining safety standards on the job site.
6. Responsible for holding weekly safety meetings with crew or crews.
7. Takes part in the hiring process with the Account Manager.
8. Monitors crew performance and their training. Performs ongoing coaching and development.
9. Performs disciplinary actions when required.
10. Maintains and submits all job records on a daily basis for each job.
11. Works without supervision, using skills and knowledge gained by experience, industry certification, or a degree to perform Maintenance Services projects.
12. Operates equipment in a safe manner, observing all safety regulations as prescribed by Land-Escapes , Inc. and the equipment operator's manual.
13. Trains crew members on operating and maintaining trucks and equipment.
14. Reads and implements landscape and garden plans.
15. Reads and implements Land-Escapes Employee Manual, Safety Manual and Process Manual.
16. Participate in recruiting and advancing employees.

Qualifications:

1. Advanced plant identification skills
2. Advanced Disease/Insect Identification skills
3. 2 years landscape maintenance or horticultural experience.
4. Previous successful leadership experience.
5. Knowledge of project budgets.
6. Basic irrigation controller programming knowledge.
7. Certified Plant Professional (or earn this within an agreed upon time frame)
8. Plan reading skills.
9. Capable of maintaining and submitting all paperwork daily.
10. Great, professional communication skills.
11. Capable of coaching and teaching crew members.
12. Degree in Horticulture or related field a plus.

Position Statement for Crew Leader – Irrigation Install

Job Type: Full time, seasonal contract
Report to: Landscape Operations Manager
Required Results: Lead and manage crews and projects while producing Irrigation projects on time, on budget, and within the required parameters of the project.

Duties and Responsibilities:

1. Develops and maintains a professional relationship with the project owners, managers, our vendors and subs.
2. Schedules and orders all necessary materials, subcontractors, equipment, etc.
3. Coordinates with Manager regarding projects.
4. Produces the project within hours budgeted.
5. Is responsible for maintaining safety standards on the job site.
6. Responsible for holding weekly safety meetings with crew or crews.
7. Takes part in the hiring process with the Account Manager.
8. Monitors crew performance and their training. Performs ongoing coaching and development.
9. Performs disciplinary actions when required.
10. Maintains and submits all records on a daily basis for each job.
11. Works without supervision, using skills and knowledge gained by experience, industry certification, or a degree to perform Irrigation projects.
12. Operates equipment in a safe manner, observing all safety regulations as prescribed by Land-Escapes , Inc. and the equipment operator's manual.
13. Trains crew members on operating and maintaining trucks and equipment.
14. Reads and implements landscape and construction plans.
15. Reads and implements Land-Escapes Employee Manual, Safety Manual and Process Manual.
16. Participate in recruiting and advancing employees.

Qualifications:

1. Advanced Irrigation Plan knowledge.
2. Advanced Irrigation repairs skills.
3. Strong Irrigation Installation knowledge.
4. Great Leadership skills.
5. Intermediate Water Management knowledge.
6. Intermediate Water Auditing knowledge.
7. Basic knowledge of project budgets.
8. Capable of maintaining and submitting all paperwork daily.
9. Great professional communication skills.
10. Capable of coaching and training crew members.