



Landscape Crew Team Lead

Location: 504 Farmer Street, Plymouth, MI 48170

Status: Full-Time, Non-Exempt

Pay Period: Bi-Weekly

Landscape Season Hourly Compensation: \$23.00 - \$27.00 Per Hour

Landscape Season Max Bonus Availability: 5% (\$1,748 - \$2,052)

Landscape Season Average Salary Compensation: \$36,708 - \$43,092

Winter Season Hourly Compensation: \$27.60 - \$32.40 Per Hour

Winter Season Max Bonus Availability: 5% (\$414 - \$486)

Winter Season Average Salary Compensation: \$8,694 - \$10,206

Average Yearly Salary Compensation: \$45,402 - \$53,298

Reports To: Foreman & Field Supervisor

Position Overview

As **Landscape Crew Team Lead**, you will play a crucial role in overseeing and coordinating the activities of a team engaged in various lawn and landscape tasks. Your responsibilities will include leading, organizing, and executing scheduled projects to ensure the highest standards of quality and client satisfaction.

About the Company

At Transitions Outdoor Services "TOS" we don't just create and maintain landscapes; we cultivate environments that inspire, rejuvenate, and leave a lasting impression. As a leader in the landscaping industry, we take pride in our commitment to excellence, innovation, community, technology, and our people. Our passion for transforming and maintaining outdoor spaces into breathtaking works of art is matched only by our dedication to fostering a collaborative and empowering workplace.

If you're looking to be part of a dynamic team where your skills are valued, your ideas are heard, and your contributions make a real impact, Transitions Outdoor Services is the place for you. We invite you to grow with us, contribute to both our success and yours, and be a key player in shaping the future of the landscape industry. Discover the possibilities at Transitions Outdoor Services. Your journey to a fulfilling career in landscaping begins here.

Benefits

- Medical Insurance
- Dental Insurance
- Vision Insurance
- 401(k) Retirement Savings Plan
- Paid Time-Off (Start Accruing First Day of Work!)
- Aggressive Bonus Structure
- Red Wing Shoes® Stipend Program
- Quality Work-Life Balance (40-50 Hours Per Week)
- Monday-Friday Work Schedule (Landscape Season)
- Incentive Programs
- Paid Industry Training
- Paid Industry Certifications
- Company Outings
- Ice Machine and Jobsite Perks
- Year-Round Career Opportunities
- Personal & Professional Growth Opportunities

Core Capabilities & Qualifications

- Previous experience and knowledge in landscaping or lawn maintenance.
- Ability to operate and oversee the maintenance of landscaping equipment.
- Understanding of safety regulations and practices.
- Quality and client focused.
- Effective communication skills, both verbal and written.
- Team oriented and leadership skills.
- Excellent listening skills.
- Excellent problem-solving abilities.
- Strong time management and organization skills.
- Responsibility and dependability.
- Ethical and integrity driven.
- Experience in a leadership or supervisory role is typically required.
- Strong leadership and team management skills.
- Knowledge of landscaping techniques, materials, and equipment.

- Project management and organizational skills.
- Excellent communication skills for interacting with team members, clients, and suppliers.
- Ability to quickly assess and address issues that may arise during projects.
- Creative problem-solving skills.
- Familiarity with landscape design plans and specifications.
- Understanding of horticulture and plant care.
- Commitment to promoting and enforcing safety measures on job sites.
- Ability to perform physically demanding tasks and work outdoors in various weather conditions.

Responsibilities & Duties

- Supervision and Leadership
 - Lead a team of landscape crew members, ensuring they understand their responsibilities and work efficiently.
 - Provide clear instructions, guidance, and training to team members.
 - Motivate and inspire the team to meet and exceed performance expectations.
- Project Management
 - Plan and organize daily work schedules, ensuring that tasks are completed on time and within budget.
 - Allocate resources effectively, including equipment, manpower, and materials.
 - Coordinate with other departments or teams as necessary to streamline project workflows.
- Quality Control
 - Conduct regular inspections to ensure that landscaping and lawn maintenance tasks meet established quality standards.
 - Address any issues promptly and implement corrective actions.
 - Uphold a commitment to delivering high-quality services to clients.
- Client Communication
 - Interact with clients to understand their expectations and address any concerns.
 - Provide updates on project progress and ensure client satisfaction.
 - Act as a liaison between the client and TOS.
- Equipment Maintenance
 - Oversee the maintenance and proper use of landscape equipment.
 - Ensure that all tools and machinery are in good working condition.
 - Report any equipment malfunctions and coordinate repairs.
- Safety Compliance
 - Enforce safety protocols and guidelines to ensure a secure working environment.
 - Conduct safety meetings and training sessions for the team.
 - Investigate and report any accidents or incidents promptly.

Work Conditions

- Ability to work with hand tools, power tools, small engine equipment, and materials.
- Ability to lift a minimum of 50 lbs. repeatedly through an entire work shift.
- Ability to work in a fast-paced environment.
- Requires good manual dexterity.
- Excellent stamina is required.
- Work near heavy equipment and other vehicles on a regular basis.
- Work outdoors in various conditions including heat, humidity, rain, dust, noise, snow, and cold.

Transitions Outdoor Services is a drug-free workplace. As a condition of employment, team members may be required to pass pre-employment drug testing and participate in random drug tests during their active employment.

Transitions Outdoor Services is an equal opportunity employer and values diversity. All employment decisions are decided based on qualification, merit, and business need. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.