



Lawn & Landscape Field Supervisor

Location: 504 Farmer Street, Plymouth, MI 48170

Status: Full-Time, Non-Exempt

Pay Period: Bi-Weekly

Landscape Season Hourly Compensation: \$28.00 - \$35.00 Per Hour

Landscape Season Max Bonus Availability: 8% (\$3,404 - \$4,256)

Landscape Season Average Salary Compensation: \$45,964 - \$57,456

Winter Season Hourly Compensation: \$33.60 - \$42.00 Per Hour

Winter Season Max Bonus Availability: 8% (\$807 - \$1,008)

Winter Season Average Salary Compensation: \$10,886 - \$13,608

Average Yearly Salary Compensation: \$56,851 - \$71,064

Reports To: Director of Operations & President

Position Overview

As **Field Supervisor**, you will be in a leadership role. This position involves overseeing and coordinating the activities of a lawn and landscape teams to ensure that projects are completed efficiently, safely, and in accordance with design specifications, scope of work guidelines, and within budget.

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

- **Leadership and Team Management**
 - Overseeing a team of workers and ensuring they understand their tasks.
 - Providing direction, support, and training when needed.
 - Resolving conflicts or challenges that arise within the team.
 - Ensuring effective communication between the field team and upper management.
- **Project Oversight**
 - Monitoring the progress of a project to ensure it stays on track.
 - Ensuring all tasks are performed according to the plan, schedule, and budget.
 - Reporting on the progress to higher management and clients, if necessary.
- **Safety Compliance**
 - Ensuring that the team follows all safety protocols and regulations.
 - Conducting safety inspections and identifying potential hazards.
 - Ensuring that workers are properly trained in safety procedures and equipment use.
 - Responding promptly to safety incidents or accidents, including providing first aid if required.
- **Quality Control**
 - Checking the work quality to ensure it meets project standards.
 - Troubleshooting and resolving any issues that affect quality or performance.
 - Conducting inspections and reporting findings to management.
- **Coordination and Logistics**
 - Coordinating with suppliers, subcontractors, and other departments to ensure timely delivery of materials and equipment.
 - Managing inventory on-site to ensure resources are available when needed.
 - Scheduling and dispatching workers to different tasks or locations as required.
- **Problem-Solving and Decision Making**
 - Quickly identifying problems or delays in the field and taking appropriate action to resolve them.
 - Making informed decisions on the fly, especially in fast-paced environments.
- **Documentation and Reporting**
 - Keeping detailed records of the work performed, including time sheets, material usage, and any incidents or accidents.
 - Providing progress reports and feedback to management, clients, or other stakeholders.
 - Completing necessary compliance paperwork and permits.
- **Technical Knowledge**
 - Possessing a deep understanding of the specific industry, whether construction, utilities, environmental services, etc.
 - Using tools and technologies relevant to the field, such as GPS systems, project management software, or equipment.
 - Being able to read and interpret blueprints, schematics, or technical drawings.
- **Customer Relations**
 - Interacting with clients and customers in a professional manner.
 - Addressing any customer concerns or complaints related to the project.
- **Training and Development**
 - Training new team members on procedures, safety protocols, and equipment use.
 - Assisting in the ongoing development of team skills.

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.