

## **Landscape Crew Manager**

### **Bend/Central Oregon**

\$19- 21 hour depending on knowledge and experience

Seasonal Full-time (April – November)

Option for full time or part time in winter



A fun fast-paced sustainable landscape company is looking for a motivated person with knowledge of local ecosystems and or landscape practices who can coordinate crews in the field and the office. The Maintenance Manager advances the work of the company by applying science-based strategies to develop a more sustainable landscape industry. Our strategies include educating our clients and staff about capturing and conserving water, increasing biodiversity, mimicking nature in design, restoring soil food webs, reducing our carbon footprint, and growing people who know and care about the environment.

### **Our Mission:**

At Your Garden Companion LLC our mission is to implement regenerative strategies that restore the urban and rural landscape. By teaming with nature, our landscapes are teeming with life. We create nature-based designs by mapping onsite microclimates, soil qualities and water resources to determine which native plants best match the site. This restores habitat and function to the landscape, all the while creating beauty.

### **Our Culture:**

We are a small group that supports each other and strives to build healthy relationships and a workplace culture that is ethical, professional, and caring about each other and the planet. We build each other up and strive to match potential staff with duties that match their gifts. All humans are welcome here and we embrace diversity as a form of resilience in the landscape and as a growing team of great people.

### **Qualifications:**

Knowledge of local ecosystems. A 4-year degree in natural resources, ecology, natural sciences, or related field or 3-5 years of related learning and experience is preferred.

### **Duties**

- Provide administrative support including staff scheduling
- Provide clear written goals and objectives to crew members for prep (on Work Log Invoices)
- Give clear instructions and expectations for completing the day's management objectives
- Refine protocols and stewardship management practices for clients, based on needs
- Observe plant and soil health on properties and solve problems related to site, staff, and equipment
- Research necessary plants, insects or other ecological problems to determine strategy. May include weeds, insects, plant diseases, soil problems or plant health
- Once trained, help train staff on monthly goals and objectives. Includes planting, weeding, reducing fuels, irrigation, etc. (Training materials reviewed and updated annually)
- Assisting with recruitment, hiring, and onboarding of staff
- Monitor and track YGC progress in reaching sustainability goals
- Learn to make compost tea recipes that are fungi and or bacteria based, and plant presoak
- Dress and speak professionally and wear YGC uniform

- Prep work vehicles and field equipment, oversee inventory and replacing supplies as needed
- Model professional work ethics:
  - Be timely in preparation and arrival to the jobsite
  - Ensure crew safety: proper PPE, water intake, and onsite cones/chalks in place
  - Provide both positive and critical feedback to staff to help improve their understanding of our strategies

### **Desired Experience/Skills:**

- Strong leadership and staff management skills to motivate landscape crews to carry out maintenance or installation projects with high quality standards and a positive attitude
- Written and verbal communication skills, via computer and social media
- Ability to apply science, ecology and practical knowledge to landscape maintenance and installation projects
- Knowledge of soils, gardening and local/regional ecology preferred
- Botany skills to identify plants to species
- Flexible and adaptable to field conditions and weather
- Ability to learn irrigation principles and standards to identify and repair simple irrigation systems: set controllers, adjust spray and drip nozzles, etc. (this can be learned on the job site)
- Possess an Oregon driver's license, clean driving record, and willingness to drive a truck and trailer
- Must pass a criminal background check
- Must have ability to do physical labor and other strenuous repetitive physical tasks for 4-7hrs a day. Easily lift 50lbs, stand, stoop, kneel and handle material for extended periods of time

### **Benefits:**

After one year with the company full-time employees are eligible for sick days and paid vacation. Opportunities for growth include regular staff training and promotional potential. Employees also get snacks, occasional free produce, flexible work schedules, and workers compensation insurance. YGC is currently working on expanding our benefit package for full-time employees. We pay our staff fair wages based on their experience and skills. We listen to our staff and get direct feedback from our crew in the field.

### **To Apply**

Email a cover letter, resume and 3 professional references to [info@yourgardencompanion.com](mailto:info@yourgardencompanion.com). Positions open until filled. Let us know your schedule and apply early. We look forward to meeting you and helping you grow!

Thank you for applying,  
Yvonne Babb, Owner, Designer, Land Steward