

Title: General Laborer

FLSA Status: Non-Exempt

Reports to: Office Manager

Position Summary

The General Laborer is responsible for taking care of the health and appearance of customer's lawns which includes mowing and edging 8 to 10 yards a day. In the lawn care off season the General Laborer will be responsible for assisting with handyman and general labor items.

Reasonable Accommodation Statement

To perform this job successfully, an individual must be able to perform each essential duty listed below satisfactorily. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Essential Functions Statement:

- Perform mowing, trimming, and edging turf areas using riding mower, push mower, weed whip and edger.
- Mulching, weeding, aerating, trimming and edging around flower beds, walks, pathways, and walls.
- Pruning trees, shrubs, vines, and hedges.
- Ensure truck and equipment is ready for the day with all products needed and in working order.
- Perform maintenance on equipment as needed.
- Make company deliveries as needed.
- Run company errands as needed.
- Minor handyman repairs.
- Ability to use various standard handyman tools safely.
- Minor paint repairs.
- Cleaning/ wash company trucks.
- Attend to concerns or questions with clients by forwarding them to your supervisor.
- Measure lawn height.
- Load/unload materials and equipment.
- Clean and wash dirty equipment and return to the storage location.
- Report broken or damaged equipment to management immediately.
- Fill equipment with fuel in preparation for the next day's work.
- Operate truck and trailer in order to complete daily route of assignments.

Competency Statements:

- Performs all job-related tasks safely and efficiently and uses all tools and equipment in accordance with company safety policy.
- Complies with all company policies, procedures, and safety requirements, especially in the handling of equipment.
- Works to assure quality and timely completion of all tasks assigned.
- Effectively communicates with others.
- Ability to interact professionally with all customers and team members.
- Ability to provide high-quality customer service
- Should be able to follow directions and process/procedures
- Must be a highly motivated and fast learner

Supervisory Responsibility

This role has no supervisory responsibilities.

Work Environment

This job operates outside in various weather conditions that may be hot, cold, wet or turbulent. The work environment is usually loud and may be exposed to hazardous materials, fumes, or airborne particles such as gasoline, oil, and grease.

Physical Demands

This is a largely physical role with the physical abilities below may be required.

Stand	C	Reach above shoulder	F
Walk	C	Climb	N
Sit	O	Crawl	N
Reach Outward C		Squat/Kneel/Bend	C
<u>Lift/Carry</u>		<u>Push/Pull</u>	
10 lbs or less	C	10 lbs or less	C
11-20 lbs	C	11-20 lbs	C
21-50 lbs	O	21-50 lbs.	O
50+ lbs	O	50+ lbs	O

N (Not Applicable)	Activity is no applicable to this occupation
O (Occasionally)	Occupation requires this activity up to 33% of the time (0-2.5+ hrs/day)
F (Frequently)	Occupation requires this activity up to 33%-66% of the time (2.5-5.5+ hrs/day)
C (Constantly)	Occupation requires this activity up to 66% of the time (5.5+ hrs/day)

Position Type and Expected Hours of Work

This is a Full-Time position with typical working hours of Monday through Friday, 6:00 a.m. to 2:00 p.m. Hours and work shift may change in accordance with business needs.

Required Education and Experience:

Education: High School Diploma or GED equivalent.

Experience: 2+ years of experience in lawn care.

Required Licenses and Certifications

Must have a valid driver's license.

Additional Eligibility Qualifications

Must be able to accomplish all duties with little to no assistance. Must be able to use a truck and trailer.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

AAP/EEO Statement

Braden Group is an Equal Employment Opportunity Employer. Employment decisions are made without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status or other characteristic protected by law

Signatures:

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of this position.

Employee _____ Date _____

Company Representative _____ Date _____

The company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employees ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills, and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the company deems necessary.