

## Maintenance Gardener/Laborer

### Caretaker Continues to Grow!

At Caretaker we're all about our team, our partners, doing the right thing, working hard and having fun. If this sounds like a team you would love to be a part of or feel you are the right candidate.

**Reports to** Director of Maintenance

### JOB DESCRIPTION

**Summary/Objective** We currently have full time positions available for Maintenance Gardeners valley wide. A Maintenance Gardener is responsible for performing a variety of unskilled and semi-skilled landscape tasks including horticulture, grounds maintenance, and equipment operation; perform related work as required.

### Essential Functions

- Follows directions from the Crew Leader; performs landscape maintenance functions (e.g., pulling weeds, raking leaves, sweeping sidewalks, and cleaning debris)
- Clears ditches, digs holes, and performs handwork as necessary using a pick, shovel, or other hand tools
- Waters vegetation using a hose; cleans canals, drains, and tree wells; operates light landscape equipment (e.g., 21" mower, leaf blower, weed eater, stick edger, and hedge trimmer)
- Operates demanding landscape equipment (e.g., 36", 48" and riding lawn mowers)
- Ensures work is performed to the company's and customer's expectations
- Finishes the work efficiently thereby improving gross margin
- Recognizes areas for improvement in the landscape and communicates this to the Crew Leader
- Maintains tools and equipment to ensure safety
- Performs general clean up at the work site
- Thinks ahead and completes tasks efficiently within budget and timelines
- Attends safety meetings
- Demonstrates the ability to work independently
- Applies chemicals (e.g., fertilizer, Round Up, Fusillade) to landscape
- Uses chemical application equipment (e.g., spray tank, belly grinder)
- Communicates well with others using basic English or Spanish
- Identifies weeds, insects, and plants correctly
- Role models PPE usage
- Plants vegetation as instructed

- Provides excellent service (e.g., accurate, complete, and timely) to clients, work-site partners, and company staff in a courteous and efficient manner

**Competencies** Safety: Performs all job functions safely; complies with all safety policies, procedures, and standards (e.g., PPE, proper lifting, wears seat belt when in a vehicle); reports all safety-related incidents to supervisor immediately; attends all safety meetings.

Punctuality, Attendance, and Appearance: Shows up to work each day on time; completes all tasks within time expectations; adheres to company dress code policy; wears clean clothes to work each day; follows inclement weather policy and attendance policy and procedures.

Horticulture: Pulls weeds, rakes leaves, sweeps sidewalks, and cleans debris; prunes shrubs and low trees; grooms color beds; clears ditches, digs holes, and uses hand tools effectively; cleans canals, drains, and tree wells; plants vegetation correctly; uses chemicals and burlaps effectively.

Customer Service: Consistently exceeds customer expectations by working efficiently and ensuring that all job quality standards are met; maintains a pleasant, positive, and professional disposition to all customers; is friendly at all times.

Equipment Operation: Operates light landscape equipment (e.g., 21" mower, leaf blower, weed eater, stick edger, and hedge trimmer) and demanding equipment (e.g., 36" and riding lawn mowers) properly and safely.

Interpersonal Skills: Treats others with respect, collaboration, and support in such a way that work relationships are improved and morale is increased; communicates well with others. Knowledge Areas:

Safe work practices; proper watering techniques; proper operation of light landscape equipment, demanding landscape equipment, and tools; various plants and their proper care; insects; weeds; application methods and safety precautions for applying fertilizers, pesticides, and chemicals; appropriate watering techniques; methods of soil preparation and conditioning; PPE; basic mathematics; basic English or Spanish; and company customer service objectives, norms, and strategies.

Skills:

Use and maintain hand tools (e.g., shovel, rake, broom) and light landscape equipment (e.g., weed eater, lawn mowers, stick edger's) and demanding landscaping equipment (e.g., 36", 48" and riding lawn mower) properly and safely; use all PPE as required; prune trees with proper equipment; apply chemicals, fertilizers, and fungicides correctly; plant various types of vegetation (e.g., trees, shrubs, and ground cover) properly; work independently; communicate and follow directions appropriately; time management to show up for work punctually and complete tasks efficiently; communicate using basic English or Spanish; work well with others; and provide excellent customer service by ensuring



741 N. Monterey Street Gilbert, AZ 85233  
Phone: 480-545-9755 | Fax: 480-545-8020  
www.CaretakerLandscape.com  
ROC 080472/C5274E

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clients/ needs are fulfilled in an accurate, complete, and timely fashion by demonstrating courtesy, efficiency, and professionalism.

**Physical Demands** The physical characteristics described here are representative of those that must be met by an employee to successfully perform the functions required by this job classification. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the functions of this job classification, on a case-by-case basis.

Frequently stand, walk, or crouch on narrow and/or slippery surfaces; stoop, kneel, bend to pick up or move objects; walk for long distances and on sloped ground and uneven surfaces; move, lift, and carry objects weighing up to 50 pounds; normal manual dexterity and hand-eye coordination; corrected hearing and vision to normal range.

**Working Conditions:** Work is predominately outdoors, exposed to varying temperatures, weather conditions, and noise levels; exposure to dust, pesticides, herbicides, grease, oils, dust, fumes, and electrical currents.

**Position Type/Expected Hours of Work** This is a full-time position: Monday through Friday (some overtime/weekend work may be required)

**Required Education and Experience** An example of the preferred education, training, and/or experience that demonstrates possession of the knowledge, skills, and competencies for this position includes: professional landscape and grounds management experience similar to that described above.

**Additional Eligibility Qualifications** Language: Though not required, bilingual English and Spanish skills are desirable.

This employer participates in E-Verify and Drug Testing.

Caretaker is a drug free and Equal Employment Opportunity (EEO) employer and welcomes all qualified applicants.